

Portfolio of Evidence

Rofhiwa Tshivhenga

30 November 2017





Full Names: Rofhiwa Tshivhenga

ID Number: 910125 5944 081

Gender: Male

Technical Skill Set

Rofhiwa chose Javascript as his primary technology and PHP as his secondary. He was chiefly involved with the implementation of the application logic for his team's solution as well as a supporting role in the development of the API's required. Rofhiwa has a desire to learn, communicates well and thrives in a team environment.

A handwritten signature in black ink, appearing to read 'Ed Wrede', positioned above a horizontal line.

Ed Wrede - Technical Manager

Soft Skill Set

Top 3

Communication

Ambition

Team-player

Most Improved Competency

Communication - During his time at The Digital Academy, Rofhiwa displayed great communication skills which were also accompanied by his ability to work in a team and his desire to learn.



Bongani Dlamini
Internal Communications Coordinator

Testimonial

I would have no hesitation recommending Rofhiwa for a junior developer position. His attitude, work-ethic and solid technical grounding would see him become an asset to any development team.



Gary Bannatyne
Managing Director & Co-founder

What is The Digital Academy?

The Digital Academy is focused on creating impact and output of digital products and innovations that have commercial intent. It does so by sourcing talented young Africans and further developing them through their delivery of commercial innovations for corporate clients that have industry commercial applications.

The integrity of The Digital Academy is built on the vision to create opportunities for the youth through incentive based learning by partnering with stakeholders that share the same vision and desire for impact. The rapid internship programme is designed to identify talent and fast track these opportunities and success for these individuals.

We have created a real world and industry standard environment which allows for the optimal development of the young software developer to grow technically as well as tactically. Our interns solve real problems with innovative solutions, from ideation to deployment.

Tactical/Soft-skill Report

Why do we measure soft skills at The Digital Academy?

While technical skills may lead to a qualification and a starting contract, interpersonal skills are what are the most valuable to a young professional's career development. One's work ethic, attitude, communication skills, emotional intelligence and a host of other personal attributes are the soft skills that are crucial for career success.

What are we measuring?

We have identified 10 competencies which are absolutely key in the successful completion of our program as well as the development of an innovative mind, and passionate executor.

How do we measure?

We measure the competencies and progress from self-assessments as well as team leader assessments. To complete 360 perspective, the internal communications coordinator also assess the intern's progress as well. These assessments are done twice a month for the duration of the programme.

Soft skills assessment

Competency	Aug	Sep	Oct	Nov
Problem-solving	3.25	4.5	4.5	3.75
Discipline	4	4	4	4.5
Motivation	3.75	4.25	4.25	4
Team Player	3.25	4.75	4.5	4
Communication	3	4.75	4.5	4
Leadership	3.25	4.25	4.25	4
Initiative	3.5	3.75	4.25	4
Ambition	4.5	4	4	4
Emotional Intelligence	3.25	3.75	4.25	4.25
Efficiency	4	4.25	4	5
TOTAL	3.58	4.23	4.25	4.15
OVERALL RATING	4.05			



Letter of Attendance

Dear Future Employer

This letter serves to confirm that Rofhiwa Tshivhenga with ID number **910125 5944 081** was carefully selected through a 3-stage recruitment process from a pool of approximately 350 applications to be inducted into The Digital Academy on 1 August 2017. He has successfully completed the programme on 30 November 2017.

The programme is a work-integrated and experiential learning programme. It addresses key issues within the South African IT industry, including an alarming percentage of graduate unemployment, and evident skills gap.

The programme is run over 4 months and provides the intern an opportunity to be involved in building challenging and equally exciting projects for our partner. This allows for the transfer and sharpening of knowledge as our focus is on software and technology development skills, supervised by subject matter experts. The intern is equipped with the basic soft and operational skills such as leadership, project management and effective communication. We aim to produce principled, innovative and workplace ready developers, supporting a culture of agile learning and development.

A portfolio of evidence is compiled to support and assist Rofhiwa justify his career advancement. We believe that Rofhiwa will add value to specific workplaces through the application of key technical skills and interpersonal competencies as an individual or within a team, which he has demonstrated.

A handwritten signature in black ink, appearing to read 'Gary Bannatyne', is written over a horizontal line.

Gary Bannatyne
Co-founder and Managing Director

Technical Report

The technical report considers the hard skills possessed and developed by the intern, 10 of which have been identified as key building blocks of the successful software developer.

The skills are rated out of 10 maximum points, at the outset of the program and at its close. The scoring is ultimately done by the technical manager, he is assisted by two mid-level developers.

Competency	Initial assessment	Final assessment
Objected oriented practices	4	6
Maintainability of code	4	5
Documentation	2	4
Problem solving ability	3	6
Primary technology (Javascript)	4	6
Secondary technology (PHP)	3	5
Planning of deliverable execution	4	5
Database Proficiency	4	5
Ability to work from a spec	4	6
Server side programming	4	5
TOTAL	3.6	5.3
OVERALL RATING	4.45	

Work Evidence

The project represented in the screenshots below are to be considered evidence of applied skill in software development across the development lifecycle.

Rofhiwa was part of a group called “TechBuzz” and worked on products called QuicDox and PlayCV. QuicDox is an application that allows the user to select and store specific documents they can access instantly and share them quickly using social sharing. But not only it does that, it allows users to enter the date a copy of a document was certified to show them when it expires so that they can delete it and they can also view the document to ensure if it is the right one.

PlayCV is a digital CV application that allows a developer to build their CV by combining video recorded monologue of the candidates’ skills and work experience. It also allows the user to generate a link of portfolio which they can share through multiple platforms to recruiters.





