

JAMF CEI × MATTER NGO

# MATTER Career Readiness Institute

## Employment Partner Brief

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Connecting top technical talent from Victoria Falls, Zimbabwe  
with forward-thinking global employers.

**18**

Graduates Employed

**3+**

Employment Partners

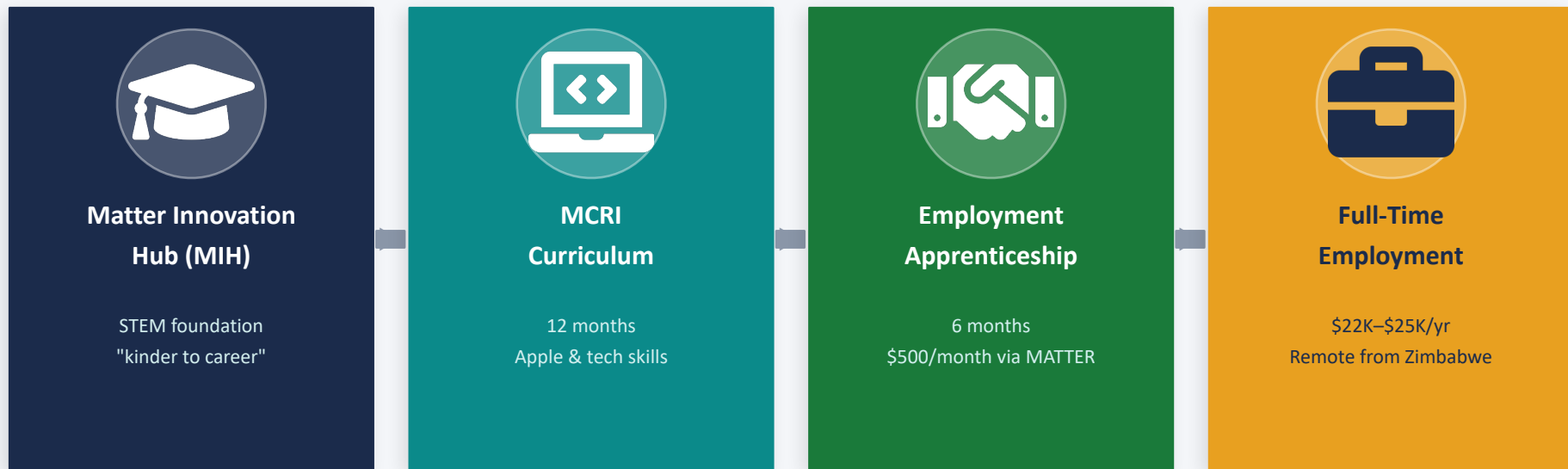
**2023**

Program Launched

# Program Overview

A kinder-to-career pathway in software engineering

Jamf's Community Education Initiatives (CEI) co-created a Workforce & Community Development Program with MATTER NGO. Based in Victoria Falls, Zimbabwe, the Matter Career Readiness Institute (MCRI) selects talented students who have completed STEM education at the Matter Innovation Hub (MIH).



◆ 10–12 students selected per year ◆ 18 graduates in full-time employment ◆ New cohort of 17 students began in 2025 ◆ Apprentices ready from January 2026

# MCRI Curriculum

Developed and overseen by Jamf's Community Education Initiatives department



## PRIMARY

### Apple: Developing with Swift

- 3 courses
- Certified Swift: Associate & User

### Jamf: Apple Device Management

- Jamf 100, 170 & 200 courses



## SUPPLEMENTARY

### Mac Fundamentals

### UX/UI Fundamentals

### SCRUM / Agile Fundamentals

### SQL Server Fundamentals

### AI Tools Fundamentals

### Security Fundamentals

### Customer Support Fundamentals



## PERSONAL DEVELOPMENT

### Leadership

### Remote Work Skills

### Communications

### Essential Skills:

- Empathy
- Collaboration
- Self-Efficacy

# Employment Partner Responsibilities

What's involved in becoming an Employment Partner



## Headcount Commitment

Provide a full-time employee headcount opportunity within your budget.

You are not bound to hire — the goal is simply a successful apprenticeship outcome.

**Not bound to hire**



## Apprenticeship Payment

\$500 / month  
over a 6-month period.

Covers salary and benefits, paid through MATTER NGO — keeping administration simple.

**\$3,000 total**



## Employment Cost Upon Hire

Managed via Employment of Record (EOR) agency or Shamwari International Hiring Agency (affiliated with MATTER).

**\$22K–\$25K / year**



Additionally, Employment Partners are encouraged to contribute a monetary donation to MATTER NGO to support ongoing MCRI and MIH operations.

# Employment Partner Benefits

Why join the MCRI ecosystem



## Top Technical Talent

Access a pipeline of motivated, trained graduates from a rigorous 18-month program — pre-screened and career-ready.



## Network of Partners

Build relationships with other forward-thinking Employment Partners sharing best practices and talent strategies.



## CSR & ESG Support

Directly advance Diversity, Equity, Inclusion & Belonging (DEIB) and Environmental, Social & Governance (ESG) goals.



## Employee Attraction & Retention

Stand out to prospective employees and retain talent by demonstrating genuine global community investment.



## Global Remote Workforce

Employees work remotely from co-working spaces in Victoria Falls — reliable Starlink internet with fibre back-up.



## Curriculum Contribution

Partner experts are invited to teach supplemental courses, deepening your team's engagement with the next generation.

# Frequently Asked Questions

Everything you need to know before getting started

## Q Where do apprentices work?

At the MCRI facility or the Employment Partner's designated co-working space in Victoria Falls.

## Q What internet is available?

All facilities use Starlink internet (as of Sept 2024), with fibre back-up lines for redundancy.

## Q Can we visit Zimbabwe first?

Absolutely — prospective partners are actively encouraged to visit the MCRI and MIH facilities prior to participation.

## Q Where do full-time employees work?

Two dedicated co-working spaces are available. The main cost to partners is office equipment.

## Q Can partners teach supplemental courses?

Yes! Employment Partner experts are encouraged to contribute as guest instructors with provided guidelines.

## Q Does the curriculum require Apple expertise?

No. Two of three current partners don't use Apple tech. Skills are designed to be broadly transferable.

# Ready to Partner?

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Join a growing network of companies investing in world-class technical talent from Zimbabwe — while making a meaningful global impact.

## Get in Touch

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18

Graduates  
Employed

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Jan

2026

Next Cohort  
Available

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\$22K

Annual  
Employee Cost