

Fellowship Completion

- [Completion](#)
- [Transition Framework](#)
- [Monitoring, Evaluation & Learning \(MEL\)](#)

Completion

Completion Requirements

To successfully complete the fellowship, fellows must:

- Complete their assigned project.
- Meet fellowship attendance requirements.
- Submit all required deliverables.
- Participate in technical reviews.
- Present at Demo Day.
- Submit the final Fellowship Completion Report.

Final Report

Each fellow must submit a completed THiNK Fellowship Completion Report documenting:

- Executive Summary
- Problem Statement
- Solution Overview
- Technical Architecture
- MVP Status
- Validation Results
- Lessons Learned
- Future Roadmap

Documentation Submission

Each project should include:

- Technical Documentation
- Installation Guide
- User Guide
- API Documentation
- Architecture Diagrams
- Testing Reports

Demo Video

Fellows should submit a short demonstration video showcasing:

- Problem
- Solution
- System functionality
- Key features
- Future plans

Code Repository

Projects should be submitted through a version-controlled repository containing:

- Source code
- Documentation
- README
- License information
- Installation instructions

Technical Documentation

Documentation should be complete enough to allow another developer to understand, deploy, and maintain the project.

Completion Certificates

Fellows who successfully complete all fellowship requirements receive a **THiNK Fellowship Certificate of Completion**.

Outstanding fellows may additionally receive:

- Excellence Awards
- Innovation Awards
- Best Technical Solution
- Community Impact Recognition
- Commercialization Readiness Award

Transition Framework

Transition Framework

Completion of the fellowship marks the beginning of a fellow's continued engagement within the THiNK innovation ecosystem. Based on project outcomes, performance, and career aspirations, fellows may transition into one or more structured post-fellowship pathways designed to support ongoing learning, deployment, collaboration, and commercialization.

Pathway 1 – Internship Programme

Outstanding fellows may be offered internships within THiNK.

Selection Criteria

- Strong technical performance
- Consistent participation
- Quality of project deliverables
- Mentor recommendations
- Alignment with organizational needs

Internship Duration

Typically **3 to 6 months**, depending on the role and project requirements.

Performance Expectations

Interns are expected to:

- Contribute to active THiNK projects.
- Participate in agile development.
- Collaborate with multidisciplinary teams.
- Meet engineering and research deliverables.
- Continue professional development.

Internship Teams

Internship opportunities may be available within:

- Engineering Teams
- Research Teams
- Product Teams
- AI & Data Teams
- Platform Development Teams

Pathway 2 – THiNK Reseller Programme

This pathway is designed for fellows who have developed mature, deployable products with commercial potential.

Participants receive support in:

- Product listing within the THiNK ecosystem.
- Sales enablement and go-to-market planning.
- Customer onboarding and support.
- Revenue-sharing opportunities.
- Marketing and promotional activities.
- Partner relationship management.

Resellers are expected to maintain product quality, provide customer support, and collaborate with THiNK to grow market adoption.

Pathway 3 – THiNK Collaborator Programme

Fellows who wish to remain engaged through technical and community contributions may join the Collaborator Programme.

Collaborators may contribute to:

- Open-source software projects.
- AI model development.
- Language resource creation.
- Research initiatives.
- Community engagement activities.
- Technical workshops and events.

- Future fellowship cohorts as mentors or facilitators.

Pathway 4 – Ecosystem Builder

Exceptional projects may be integrated into the broader THiNK ecosystem.

Possible integration opportunities include:

- THiNKiT Platform
- API Marketplace
- Government digital service deployments
- Partner institution implementations
- Community technology initiatives
- Shared AI infrastructure

Fellows continue working with THiNK teams to scale and sustain their solutions.

Pathway 5 – Commercialization Support

Fellows with promising products receive guidance to transition from prototype to market-ready solutions.

Support may include:

- Intellectual property and licensing advice.
- Investment readiness coaching.
- Grant identification and proposal support.
- Strategic partnerships.
- Pilot implementation opportunities.
- Market validation.
- Business model refinement.
- Product commercialization planning.

Alumni Community

All graduates become members of the THiNK Fellowship Alumni Community, fostering long-term collaboration and continuous engagement.

Alumni opportunities include:

- Community of Practice participation.
- Future Demo Days and showcases.
- Conferences and workshops.
- Networking events.
- Mentorship of future fellows.
- Speaking engagements.
- Collaborative research and innovation projects.
- Access to ecosystem news and opportunities.

Monitoring, Evaluation & Learning (MEL)

Overview

Monitoring, Evaluation, and Learning (MEL) enables THiNK to assess the effectiveness of the fellowship, measure participant outcomes, and continuously improve future cohorts. The MEL framework ensures that the fellowship remains relevant, impactful, and responsive to the needs of fellows and ecosystem partners.

Key Performance Indicators (KPIs)

The program monitors indicators such as:

- Applications received.
- Fellows enrolled.
- Fellowship completion rate.
- MVPs developed.
- Deployment-ready solutions.
- Pilot deployments.
- Internship placements.
- Reseller and collaborator transitions.
- Mentor engagement.
- Participant satisfaction.
- Partner participation.
- Commercialization outcomes.

Fellow Feedback

Feedback is collected throughout and after the fellowship through:

- Weekly pulse surveys.
- Mid-program evaluations.
- End-of-program surveys.
- Focus group discussions.
- Alumni follow-up assessments.

Mentor Feedback

Mentors provide structured feedback on:

- Fellowship delivery.
- Project quality.
- Participant engagement.
- Curriculum relevance.
- Operational improvements.

Lessons Learned

At the end of each cohort, THiNK conducts a retrospective to identify:

- Successes.
- Challenges.
- Best practices.
- Areas for improvement.
- Emerging opportunities.

These lessons inform the design of future fellowship cohorts.

Annual Review

The fellowship undergoes an annual review to assess:

- Strategic alignment.
- Curriculum relevance.
- Partnership effectiveness.
- Operational efficiency.
- Long-term impact.
- Resource utilization.

Recommendations from the review guide future planning and investment.

Updating the Playbook

The THiNK Fellowship Playbook is a living document and will be reviewed periodically to reflect evolving technologies, program experiences, participant feedback, organizational priorities, and ecosystem needs. Updates may include revisions to operational procedures, curriculum, assessment methods, governance structures, or commercialization pathways, ensuring that the

fellowship remains effective, relevant, and aligned with THiNK's mission of supporting innovators from ideation to impact.