

# Thrive at Andela

Your guide to health, wellness,  
and professional development

OCTOBER 2024



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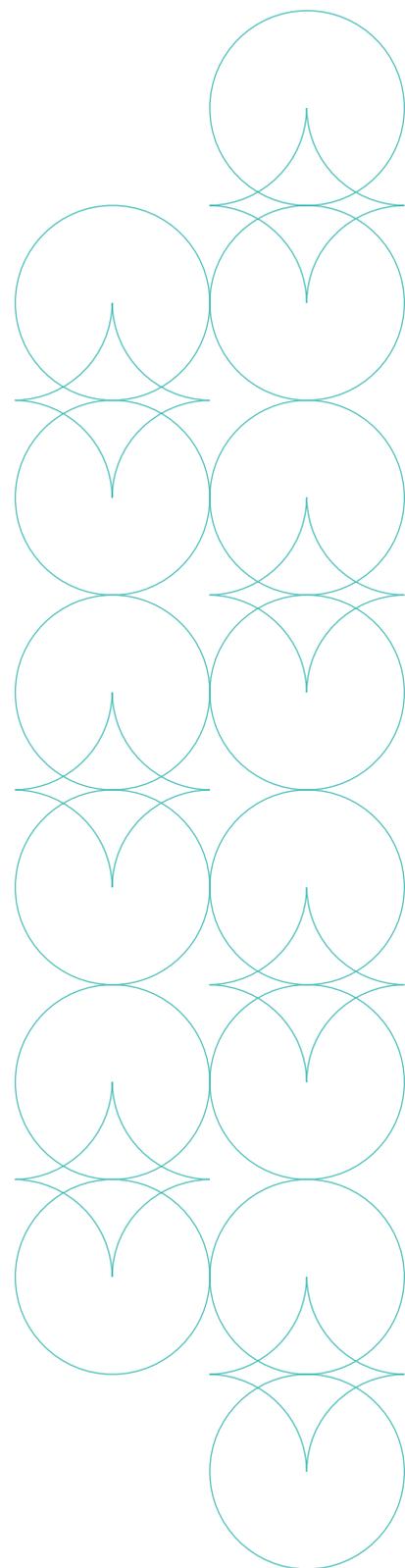
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# Introduction

**At Andela,** our goal is to support you throughout every step of your career journey by offering access to top-tier health, educational, and wellness resources. We partner with the best providers globally to ensure you have what you need to achieve your goals and enhance your quality of life.

This eBook serves as your guide to understanding the numerous perks available to you, from health and wellness offerings to opportunities for professional growth and development.

**We hope you find this guide useful as you explore all that Andela has to offer!**



# Health and Wellness

# Supporting Your Wellbeing

**At Andela,** your welfare is our priority. We have partnered with leading providers to offer access to exclusive discounts on a wide range of health, wellness, and financial resources. These partnerships are designed to help you lead a balanced, healthy life and thrive both personally and professionally.

## Protect Your Health

Access discounted, high-quality healthcare through our partnerships with trusted providers. Choose from a variety of health plans tailored to meet your unique needs, ensuring you receive the care you deserve at every stage of your career.

## Enhance Your Quality of Life

Prioritize your wellbeing and professional growth with a holistic approach to health and wellness. Enjoy stress-free healthcare with guaranteed access to comprehensive coverage that alleviates the worry of medical emergencies.

Our partnerships provide you with seamless enrollment options, allowing you to easily opt in and out of plans that fit your changing needs. Focus on what matters most — your career growth and life balance — by accessing benefits designed to support your overall quality of life and professional development.

## Secure Your Financial Future

Protect your finances and health with access to exclusive plans that offer stable premiums, all-inclusive coverage, and preventative care through our trusted partners. Enjoy peace of mind knowing you have predictable costs and comprehensive health insurance options to minimize financial stress and ensure the wellbeing of you and your family.

Stay proactive with access to services that help you focus on what matters most — your health and security.



# Enhance Your Wellbeing With Our Leading Health Partners



**SafetyWing** offers global health insurance designed for remote workers and digital nomads, ensuring you have access to quality healthcare wherever you are. With flexible plans that provide coverage in your home country and abroad, SafetyWing helps you stay protected against unexpected medical expenses.

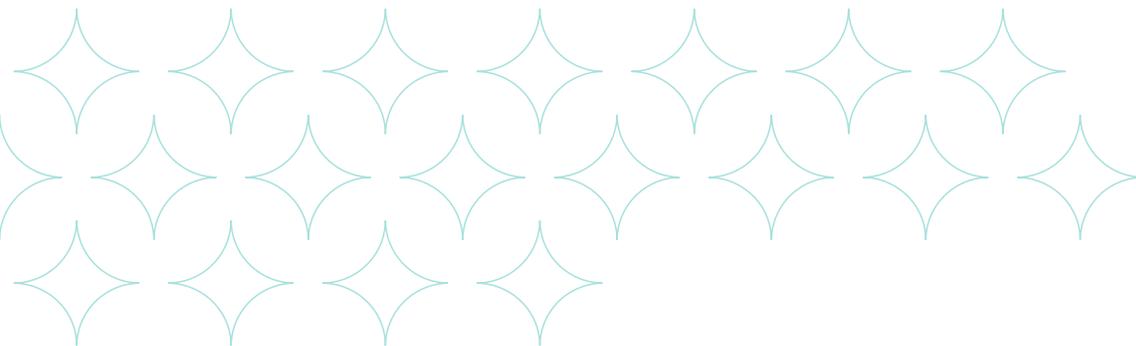
Enjoy peace of mind knowing that comprehensive healthcare is always within reach, from anywhere in the world.

**AXA Mansard** provides extensive health insurance plans designed to protect you and your loved ones in Nigeria. With a variety of options that cover essential health needs, AXA Mansard ensures you have access to quality medical care when it matters most.

Benefit from exclusive Andela rates and prepare for life's uncertainties with trusted, comprehensive insurance coverage.

**Amenli** offers personalized insurance solutions tailored to meet the unique needs of individuals and families in Egypt. With flexible plans and coverage options, Amenli makes it easy to find the right insurance to secure your peace of mind.

Andela partners enjoy special discounted rates, ensuring you receive comprehensive protection at an affordable price.



**Flance** provides accessible and affordable health insurance options tailored for individuals and families in Nigeria. Designed to fit your needs, Flance offers comprehensive coverage that ensures you have access to quality healthcare without breaking the bank.

Access exclusive rates and flexible plans that prioritize your health and financial security.

**Happier** offers Andela technologists an exclusive 40% discount on its science-backed app designed to help you cultivate positive habits and improve your mental wellbeing. With daily practices and guided exercises grounded in mindfulness and positive psychology, Happier empowers you to reduce stress, increase gratitude, and build resilience.

Take control of your mental wellness and thrive both personally and professionally with Happier's supportive, user-friendly app.



# Professional Development

# Reach Your Full Potential

**At Andela,** we believe in empowering you to reach your full potential by connecting you with world-class professional development opportunities. We partner with leading industry providers to offer you exclusive discounts on a variety of learning programs, mentorship opportunities, and skill-building courses designed to advance your career.

## **Access Top-Tier Programs**

Benefit from our curated selection of development programs offered by market-leading providers. Whether you're looking to enhance your technical skills, build leadership competencies, or explore new fields, our partnerships give you access to high-quality resources at a reduced cost, tailored to your professional goals.

## **Enhance Your Career Growth**

Through our partnerships, you can unlock growth opportunities with flexible enrollment options and programs designed to match your evolving needs. Enjoy exclusive access to structured courses and career development resources that help you stay focused on your aspirations and achieve new heights in your field.

## **Expand Your Network and Learn from the Best**

Build valuable connections both within and beyond the Andela community. Participate in exclusive networking events and forums facilitated by Andela and our partners, allowing you to engage with industry leaders, expand your network, and open new doors for collaboration and growth.



# Expand Your Knowledge With Our Learning Partners



**Educative** offers Andela technologists the guaranteed best price on all courses, with a minimum of 20% off every time. Dive into a wide range of interactive, text-based courses designed to help you master programming languages, data structures, system design, and prepare for technical interviews. Learn directly in your browser, at your own pace, and gain insights from industry experts.

Don't miss the chance to enhance your skills and advance your career, knowing you're always getting the best deal with Educative.

**Nexford University** offers Andela technologists an exclusive minimum of 20% discount on all programs, including MBAs, bachelor's degrees, and specialized certificates. With Nexford, you can access flexible, 100% online learning tailored to fit your busy schedule, helping you balance work, life, and education. Gain practical, career enhancing skills in a globally recognized, online learning environment.

Benefit from a supportive community of mentors and peers, and earn a degree that meets the needs of today's workforce.

**ELSA Speak** is an AI-powered app that helps you master English communication with confidence, focusing on pronunciation, fluency, and vocabulary. As an Andela technologist, you can enjoy an exclusive 40% discount or more on ELSA Speak subscriptions, giving you access to thousands of personalized lessons from business communication to everyday conversations.

Benefit from instant feedback provided by advanced AI technology, learn at your own pace, and strengthen your English skills to thrive in a global tech environment.

&lt;codewarsRED&gt;

Hallo 

**Codewars Red** offers Andela technologists a premium subscription that provides access to advanced coding challenges designed to enhance your skills through real-world problem-solving. Dive into an extensive library of challenges in various programming languages, and master new concepts efficiently.

You get exclusive access to the Codewars Red premium experience, enabling you to accelerate your coding journey, gain confidence, and stay competitive in the tech world.

**Hallo** offers live English practice sessions with native speakers, helping you improve your communication skills through real-time conversations. As an Andela technologist, you get access to up to 40% off on Hallo's live sessions, allowing you to practice speaking with confidence and fluency. Unlike pre-recorded lessons, Hallo focuses on immersive, live interactions that simulate real-world scenarios, helping you prepare for meetings, interviews, and everyday conversations in a global environment.



# Financial Wellness

# Build A Secure Financial Future

**At Andela,** we understand that achieving financial stability is essential for your overall wellbeing. That's why we partner with top financial institutions and providers to offer you exclusive access to resources that help you manage your money, plan for the future, and achieve your financial goals. Our partnerships ensure that you have the support you need to build a secure financial foundation.

## **Access Exclusive Financial Resources**

Benefit from our curated selection of financial wellness programs provided by trusted partners. Whether you're looking to save for the future, invest wisely, or navigate the complexities of financial planning, our partnerships give you access to high-quality financial tools and services at reduced rates, tailored to your unique financial needs.

## **Enhance Your Financial Growth**

Through our partnerships, you can explore a variety of financial planning tools, savings plans, and investment opportunities designed to help you build wealth and secure your future. Enjoy flexible options and personalized support, ensuring you have the knowledge and resources to make informed financial decisions that align with your goals.

## **Expand Your Financial Knowledge and Confidence**

Join a community focused on financial empowerment and growth. Participate in exclusive workshops, webinars, and networking events facilitated by Andela and our partners, where you can learn from financial experts, expand your understanding of money management, and gain the confidence to take control of your financial future.



# Enhance Your Financial Knowledge



**AXA Mansard** offers a comprehensive range of financial solutions designed to help you achieve your investment goals and secure your financial future. From tailored investment plans to savings solutions, AXA Mansard provides flexible options that align with your risk appetite and financial objectives.

**Flance** provides contractors in Nigeria with exclusive access to financial services designed to help you grow your savings and manage your earnings efficiently. Offering interest rates of up to 8% per annum and tailored tax advice, Flance ensures you can maximize your income while achieving greater financial wellbeing.



# Workspace and Productivity

# Creating A Productive Workspace

**At Andela**, we understand the importance of a reliable and comfortable work environment to help you stay productive and focused. That's why we partner with leading workspace providers to offer flexible coworking facilities that provide everything you need to work efficiently, no matter the challenges you may face.

## Access Flexible Workspaces

Our global coworking partners offer flexible membership options with fully equipped workspaces, featuring essential amenities such as backup power generators, air conditioning, and high-speed internet. Whether you're working remotely, meeting with clients, or collaborating with your team, these spaces ensure you can maintain your productivity without worrying about interruptions from power outages, heat, or connectivity issues.

## Productivity Tools Coming Soon

In addition to flexible workspaces, we're working to bring you access to top-tier productivity tools and solutions. Soon, you'll have exclusive discounts on the latest tools designed to enhance collaboration, streamline workflows, and help you achieve your goals more efficiently.

## Optimize Your Work Experience

Our commitment to providing the best work solutions doesn't stop at workspaces. With flexible environments now available and productivity tools on the horizon, Andela is dedicated to ensuring you have everything you need to thrive in your day-to-day work.



# Expand Your Knowledge With Our Productivity Partners

## Instabridge

**Instabridge** offers global internet access with affordable data plans tailored for remote workers and digital nomads. Whether you're working from home or on the go, Instabridge ensures you stay connected with high-speed data, no matter your location. Andelans benefit from reduced rates on Instabridge's Regional 3GB plans, providing reliable internet access across multiple regions. With flexible plans and seamless connectivity, you can focus on your work without worrying about internet disruptions.

Stay productive with uninterrupted access to the tools you need, no matter where you are.





### Global Workspace Solutions with IWG

IWG, the world's leading provider of flexible workspace solutions, is committed to providing professionals with the spaces they need to succeed. Whether you're working remotely, collaborating with teams, or meeting with clients, IWG offers flexible workspace options to match your work style and business needs.

### A Global Network at Your Fingertips

With over 4,000 locations across 130 countries, IWG ensures that you have access to professional workspaces no matter where you are. Their brands, including Regus, Spaces, and HQ, offer a variety of work environments, from private offices to shared coworking spaces. Whether you're in a major city or a regional hub, IWG's global scale guarantees a workspace nearby.

### Flexible Workspaces for Every Need

IWG provides solutions for all types of workstyles, whether you're a home worker, hybrid worker, office user, or part of a project team. Their workspaces are available on demand — bookable by the hour or day — so you can find the perfect space for your needs:

- **Private Offices:** Dedicated, fully furnished spaces with Wi-Fi, kitchen access, and onsite amenities.
- **Coworking Spaces:** Shared, open-plan workstations with professional equipment and services.
- **Meeting Rooms:** Various sizes with Wi-w, A/V equipment, and additional options for refreshments.
- **Business Lounges:** Comfortable, shared spaces with Wi-Fi access and kitchen amenities for on-the-go work.

Whatever your workstyle, IWG provides the flexibility to book the right workspace when and where you need it.

### Membership Benefits for Andela

As an Andela technologist, you are eligible for an exclusive 10% discount on IWG Membership passes, including Lounge, Coworking, or Office access at any of the 4,000 locations worldwide. This offer also applies to Virtual Office plans, which include a business address, call answering, and access to Lounges, Coworking, and Office spaces.

Stay productive with business-grade internet, Wi-Fi, phone technology, and staffed reception services, all within a professional environment tailored to your needs. In addition:

- Find and book workspaces on the go using the IWG app.
- Work in a professional, productive environment with essential amenities like printers, scanners, and refreshments available onsite.
- Enjoy mobility, allowing you to work closer to home, colleagues, and customers.

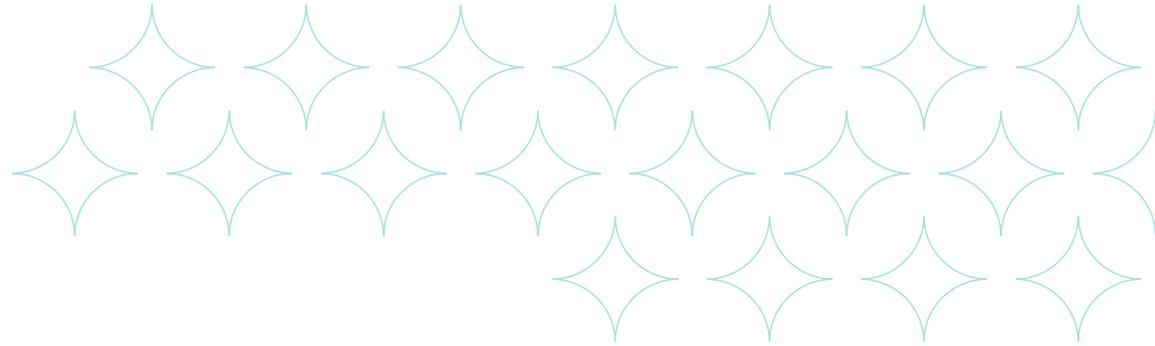
# Community Programs and Initiatives

# Connect With Your Peers

**At Andela,** we believe that growth comes not only from professional development but also from building connections and engaging with a thriving community. Our community programs and initiatives are designed to offer technologists opportunities to enhance their careers, share knowledge, and connect with fellow Andelans across the globe.

Our programs are tailored to support you at every stage of your journey, from expanding your network to gaining recognition for your expertise. Whether you're interested in collaborating with peers, developing your skills, or contributing to meaningful projects, Andela's community initiatives provide valuable experiences that complement your professional growth.





### The Writer's Room

Contribute your unique insights and writing to help elevate the tech conversation within Andela. Each month, you can submit blog posts that may be selected for the Andela Insights blog, The New Stack online, social media, and newsletters. Selected authors receive a \$200 Hoppier card for their work, and gain visibility across the community. This is a great way to share your expertise and position yourself as a thought leader, while contributing to the broader Andela network.

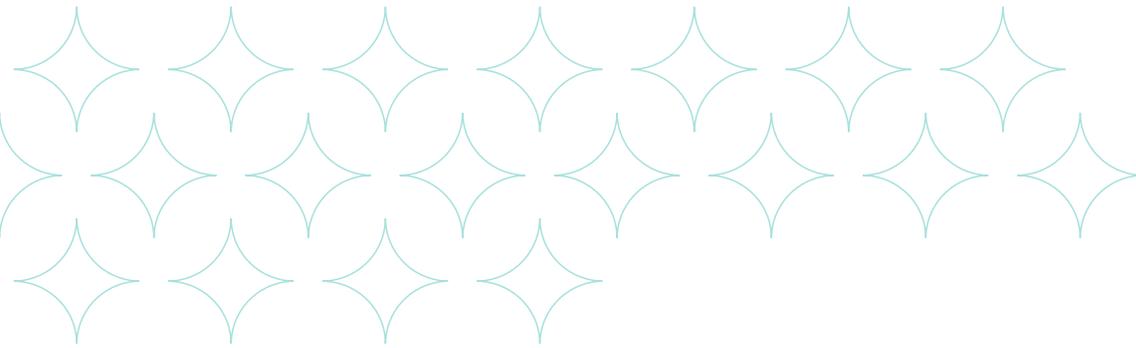
### The Innovator's Program

Work closely with the Andela product team to help shape Andela Talent Cloud. As an Innovator, you provide valuable feedback through asynchronous communication and 1:1 sessions, helping improve the platform for technologists worldwide. Innovators are trusted collaborators and gain hands-on project experience while contributing to the development of tools that better serve the community. It's an opportunity to have direct input in the evolution of the Andela platform.

### Community Connections Program

Build meaningful relationships with fellow technologists through monthly match-ups. Each month, you'll be paired with another Andelan to share career experiences, explore potential mentorship opportunities, and expand your professional network. The flexible program encourages you to keep in touch through Discourse and platforms like LinkedIn and WhatsApp, giving you the freedom to foster connections at your own pace.





### **Community Champions Program**

Become part of an exclusive group of community leaders by joining the Champions Program. As a Champion, you'll work on developing new programs in conjunction with the Andela team, contribute feedback on initiatives, and take part in planning events. Champions also receive perks like premium subscriptions and priority access to conference tickets. Your contributions help keep the Andela community engaged and thriving.

### **Wellness Programs**

Stay balanced and connected with our quarterly wellness initiatives. From virtual yoga sessions to fitness challenges and the annual March to Wellness walking competition, these programs are designed to promote physical and mental wellbeing. Andela is committed to supporting your health while fostering a sense of community through shared wellness activities.

### **People Skills Programs**

Strengthen your career-ready soft skills through targeted workshops and events. These sessions focus on vital areas like communication, interviewing techniques, and professional development. You'll gain practical tools and insights to help you thrive in both technical and non-technical aspects of your career, making you more competitive in today's job market.

# NEED MORE HELP?

**GOT A QUESTION NOT COVERED IN THE HELP DESK?**

**NEED SOMETHING FIXED?**

Our team is ready to tackle any challenges you're facing!

## Raise a ticket

Within our Help Desk, locate the [Submit Request](#) option to raise your inquiries.

## The Andela Community

Once you've logged in, use the support widget on the bottom left corner of your screen to chat with our team.