In our first year we reached 7 young women from underserved communities. It was the effort of one person with 2 borrowed laptops, and the results were evident, one does not need a formal degree to get into gainful employment. Also, technology is an enabler that can provide you with skills and solutions that will lead to immediate change that improves lives. I was inspired and continue to be inspired by the rapid change I saw in these 7 young women in relation to them changing their attitudes towards life and work, the jobs they got simply because they now had the required skills. I saw a school dropout get a job over those with degrees because she possessed the required computer skills. I saw another use her new skills to build a small business that sustains her till today. We barely had any systems in place and did not know what we needed to build a sustainable space for young women and girls to find solace and learn life long skills, but the impact is still evident.

Today, we are a team of 11 including staff and volunteers, reaching over 2000 young women and girls a year. We have learned and implemented the required systems for us to build and run a strong and up to standard cost-effective and efficient organization whose existence is no longer dependent on the founder. 2018 was a year of growth for me, the team and the organization. Our strategic plan was implemented, we put in place systems, we trained our staff, we listened and learned from our young women and girls so that we serve their needs and achieve the impact we desire to see.

People and partnerships are the fuel that continues to build this organization. We are able to reach more girls and women because of this.

As we look at 2019, we are grateful and hopeful, We have seen and believe that women and girls hold the key to solving the puzzle of the SDGS. They need to be in each conversation, on every table, in classrooms, in boardrooms, in parliaments. The world cannot afford to keep women out, the impact of that has already been felt far and wide. We cannot afford to leave any woman or girl behind and it is everyone’s responsibility to see that everyone is moving forward.
2017 vs. 2018: A YEAR in REVIEW

<table>
<thead>
<tr>
<th>PROGRAM</th>
<th>2017</th>
<th>2018</th>
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<tbody>
<tr>
<td>CLSP</td>
<td>265</td>
<td>326</td>
</tr>
<tr>
<td>Tech Kids</td>
<td>40</td>
<td>92</td>
</tr>
<tr>
<td>WITU HUB</td>
<td>20</td>
<td>178</td>
</tr>
<tr>
<td>Code Girls Secondary</td>
<td>337</td>
<td>2296</td>
</tr>
<tr>
<td>Code Girls Level Up</td>
<td>13</td>
<td>15</td>
</tr>
<tr>
<td>Events</td>
<td>156</td>
<td>375</td>
</tr>
<tr>
<td>Partnerships</td>
<td>6</td>
<td>9</td>
</tr>
<tr>
<td>Awards</td>
<td>0</td>
<td>1</td>
</tr>
</tbody>
</table>

3,290 YOUNG GIRLS REACHED

220 MORE EVENTS

30% INCREASE IN PARTNERSHIPS

100% INCREASE IN AWARDS WON
“Just when I was about to give up, I had an opportunity to get involved in a training program. ... A program that would help me level up to become employable. ... A program that would improve my tech skills, give me life skills and a practical approach on how to hook a job in a male dominated field and level up!”

AIDAH, Graduate, WITUG
To date WITU has consistently inspired, trained and mentored girls through the Career, Leadership and Life Skills Program (CLSP), a three months training program that targets young women from poor socioeconomic backgrounds with in Kampala.

IN 2018 WITU SUCCESSFULLY GRADUATED

326 YOUNG WOMEN
EMPOWERED IN FOUR COHORTS:

<table>
<thead>
<tr>
<th>ICT SKILLS</th>
<th>LIFE SKILLS</th>
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<tbody>
<tr>
<td>• Microsoft Office Applications (Word, Power Point, Publisher &amp; Excel)</td>
<td>• Self Esteem</td>
</tr>
<tr>
<td>• Internet</td>
<td>• Awareness</td>
</tr>
<tr>
<td>• Online Security</td>
<td>• CV Writing</td>
</tr>
<tr>
<td>• Digital Marketing</td>
<td>• Interview Skills</td>
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</tbody>
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<table>
<thead>
<tr>
<th>ENTREPRENEURSHIP SKILLS</th>
<th>ADDITIONAL OPPORTUNITIES</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Opportunity Identification</td>
<td>• Hosting Networking &amp; Mentoring Events (Women In Business)</td>
</tr>
<tr>
<td>• How to Start &amp; Manage a Business</td>
<td>• Doctor’s Visits</td>
</tr>
<tr>
<td>• Marketing</td>
<td>• Sexual Reproductive Health Talks</td>
</tr>
<tr>
<td>• Financial Literacy</td>
<td>• Skills Exhibition</td>
</tr>
<tr>
<td>• Customer Relations</td>
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</tbody>
</table>

Various partners like the KCCA division offices, WITU alumni and former aspiring women counsellor Bukoto Ms Ruth Ann Kiiza, community leaders from Naguru Go Down and Upper Naguru, church leaders of St Joseph Catholic church Kamwokya, Passover Church Kamwokya, St Paul Mawanda road Kamwokya local council leaders have been great support in getting the girls enrolled in the CLSP program.

The girls enrolled come from all the 5 divisions of Kampala having 89 from Kawempe division, 40 from Rubaga division, 100 from Nakawa division, 20 from Wakiso and 104 from Kampala Central from the villages of Bukoto, Naguru, Kamwokya and Kololo. Kawempe division from the villages of Bwaise, Kawempe, Kalerwe, Wandegeya, Nakulabye, Makerere 1, 2, Lugoba, Mulago, Kisaasi and Kyebando, Rubaga division from the villages of Mengo,Nsangi and Busega, Nakawa division from the villages of Mbuwa, Kitintale, Mutungo, Kyanja, Kireka, and Kiwatule, Makindye Village in Makindye and Wakiso District from the villages of Kiira, Kireka, Kyaliwajjala, Naalya, Gayaza and Wampewo.
Through creation of clubs in schools and universities, Code Girls works with young girls ages 6-12 for Primary schools (Tech Kids), ages 13-18 for Secondary Schools (Code Girls Secondary) and 19-25 for University students (Code Girls Level Up). The Code Girls movement is aimed at teaching young girls how to be creative, code/program imagination, build and share exciting applications. These applications include; mobile, web, desktop applications, robotics, scratch and App inventor.

TECH KIDS

Under the Tech Kids program, a holiday program was conducted during the second term holiday where two students, one student in primary six enrolled, she was trained in computer basics, scratch programming as well as using the kano computers. The training was conducted for a period of three weeks twice a week. Ruth from Seeta High School as well attended a two week holiday training program where she was introduced to mobile application development and website development, Ruth developed a getfit mobile application and a simple webpage with the knowledge she gained from the program.
The Code Girls secondary program was conducted throughout the year for three consecutive phases. The first phase was conducted in the first term of study, this comprised of intensive training sessions where the schools were introduced to programing basics using a program called scratch. This was followed by a second phase that was conducted in second term of study where the students were introduced to mobile app development using app inventor, here the students had to identify challenges in their communities for which they had to create solutions for, by creating mobile applications.

The third phase was conducted in third term during the first month of study where the students had to prepare a presentation to showcase what they had been working on throughout their training at the code girls club launch where the outstanding students were awarded certificates of participation and the top five students won a club T shirt each.

In total, 482 students took part in the code club training from 5 schools (Kololo High School, Kyambogo College School, Makerere Modern School, Uganda Martyrs Rubaga and St. Peters Naalya SS) around Kampala.
CODE GIRLS

CODE GIRLS LEVEL UP

Code girls level up program aims to equip young women with industry relevant tech and employability skills to prepare them for the job market in Uganda. The program teaches them practical, relevant, and employability skills to help them qualify for available tech jobs. The program aims to increase the number of young women entering in the tech industry after graduating from higher education institutions.

In 2018 WITU registered 20 young ladies for a 10 week acceleration program that reinforced relevant technology and employability skills training to prepare them for the job market in Uganda. Topics covered included; desktop application, programming, networking, social media marketing and Employability skills(CV writing, effective communication). In the bid to build mentorship and networking groups the girls were introduced to different Tech field’s talks for them to know what is expected in those fields as far as employment is concerned. 15 were able to complete the 10 weeks program, all these ladies were awarded certificates of completion and 3 ladies joined a web development and graphics designing school called Kampa Bits for more skilling.
THEIRWORLD

TheirWorld is an innovative charity which helps children to fulfil their potential through research, pilot projects and campaigning. TheirWorld is at the forefront of testing and shaping new ideas to help give children in the United Kingdom and around the world the best start in life.

In June 2018, WITU collaborated with TheirWorld started a journey to run WITU code club with the theme “Leave No Child behind for Africa’s Development”. TheirWorld provided a computer kit, the Kano computer. WITU as one of the implementing partners based in Uganda works with young women/girls of different age groups that is 6-10 years, 11-14 years and 15 - 25 years. Working in hand with the Primary schools, Secondary schools and Community leaders, we are able to take the young women/girls through a 26 weeks program for the 11-14 years and a 21 weeks program for 6-10 years and 15-25 years which runs on a weekly basis and each age group has a lesson each week. The project has clear lesson plans with defined objectives for each lesson for all the 26/21 weeks for 9 months.

As part of the 9 months weekly training sessions the three age groups were expected to develop different projects as explained below; the 6 to 10 years age category as part of their project decided to develop a Christmas card using scratch one of the programs they learnt and also be able to share with their fellow pupils who are not in the WITU code girls club about the hardware of the computer at their school.

For the 11-14 age category of the WITU code girls clubs WITU worked with club members of Kololo Senior Secondary School. In order to accomplish their project WITU worked with club members of Kololo Senior Secondary School. In order to accomplish their project the club members identified poor self esteem, lack of sexual education and belief in sexual myths as the biggest problem youth face in their community. Therefore they decided to develop something to solve low self esteem and belief in sexual myths. The girls were divided into two groups, One group came up with the self-esteem booster animation and the other group came up with a prototype of a sexual myth dispelling system using the scratch program.

15-25 years age category WITU code girls club, they came up with the development of reusable sanitary pads project and menstruation app called “Now Know” which helps to introduce the teenage girls to menstrual periods notes. This app you install it on your phone and any time you want to access information on menstrual periods, you browse through the app.
A women founders development hub that catalyses women-run startups and offers invaluable guidance through leadership training, business development, technical advise, consulting, mentoring, network connections, access to markets and investors. WITU HUB runs a 12 week accelerator program and incubation of women who want to be leaders and powerful entrepreneurs with successful businesses within Africa. The hub offers business development services, co-working space, high Internet speeds, work address and meeting rooms by setting up an a women's investment fund to support viable, impact oriented women owned businesses across Africa. In 2018, the Hub has been able to incubate projects aimed at training the selected women in Business management and growth with digital skills that can help them market their businesses. We have been able to work on the following projects;

**LEAP2**

An online platform for jumping the digital divide by improving the access to information and communication technology and connect sources of knowledge and facilitate the digital transition in order to create (self-)employment and to promote socially responsible entrepreneurship in emerging countries. The project was targeting female owned startups that create social solutions to communities with the aim of empowering them with crowdfunding skills as away of getting more capital to invest in their startups, 30 applications for women led startups were received and nine innovations were selected to take part in the challenge after the screening process which include; Mscan Uganda, Bransoft Digital solutions, AfriGal tech-Mdex, Yaaka digital learning platform, VividHire, Coding in Heels. The startups were engaged in mentoring and training sessions that were looking at crowding funding, pitching sessions, business skills. The online crowdfunding session lasted for 30 days where the startups had to outsource funds from their networks to reach the set target.

**WAZIHUB**

An innovation project for Africa aiming to creating an Open HUB of Internet of Things and Big data where IoT technology can then be adapted to match local service needs. Different stakeholders are getting involved in active IoT projects on the ground in Africa. The stakeholders include industry members, universities, NGO, and Tech startups each contributing different strengths in capacity building. WITU as an implementing had to host a women for 3 bootcamp days having 90 young women apply for the bootcamp and 67 of them took attended the bootcamp. At the end of the three days, we were able to get nine startups which include, Farming as a Service, Preg Care, Hosting, Env Tracker, Smart Walking Stick, Smart Waste Management and Control System, Smart Ad Bin, Tracker U and Kasuku. The startups are in groups of 9 to 10 people per group to be enrolled in the WITU accelerator program for the next 12 weeks to ensure their startups are being scaled.
Tusubira Brenda joined WITU CLSP program while in her S.6 vacation, in the Jan to March 2016 Cohort with no hope of joining university due to financial status at home. ... Brenda enrolled for the three months Career, Leadership and Life Skills Training Program (CLSP). ... With the skills acquired Brenda ... got a job with Uhy Thakkar & Associates Certified public accountant, ST & Associates in Kololo Kampala Uganda.
SOLVE 4 XX HACKATHON

WITU with Provide Her (Solve 4 XX) executed the first ever 24 hour women bootcamp in Uganda that hosted 121 young ladies which sought to find solutions for the ever increasing unemployment challenge among women in Uganda that was created to support young women to find digital work. We want to raise the next generation of women in STEM leading in the Industry both locally and on a global scale. The Hackathon got 12 startups created who had to pitch their ideas to the panel, out of the 12 startups, four startups emerged as winners that is Blood for Her, Africa is Hers, Careers and Telemed the 1st runners up (Careers) were being given computers, the three were given seed capital of 500,000shs (Five hundred shillings each startup) who were enrolled in the 12 weeks accelerator program under the WITU hub to support them start and scale their businesses.

CHERYL EDISON BUSINESS WORKSHOP

Cheryl Edison is a Silicon Valley serial entrepreneur and global business development expert with a track record of successfully launching companies, products and services into new markets across 47 industries. She discovered her passion for identifying emerging global trends and a knack for establishing new categories, in 2012, Edison turned her attention to placemaking where she conceived and launched The Gate 510 for developer/merchant bankers Scanlon Kemper Bard, transforming a 24-acre automobile factory on the brink of foreclosure, into the nation's premier Makerspace by intentionally connecting the art, tech and maker communities. With Partnership from the American embassy we were able to
host Cheryl Edison workshop on the 25th September 2018 at the WITU Hub.

The theme of the workshop was “Taking my Solution from Idea to a Revenue Generating Business: Branding & Marketing for New Businesses & Entering a New Market as a Small Business” we had 75 young women entrepreneurs apply and benefit from this workshop where they were taught the most important aspects they needed to consider when starting a business.

The business session with Cheryl was a fruitful one and most of the participants were interested in having more business sessions with Cheryl Edison and the highlight of the day was that some of the guests had never had about WITU and they appreciated so much to hear about what WITU does in empowering the women.

**SUSTAINABLE TECHNOLOGY FOR AFRICA**

The event aims at enforcing entrepreneurs and start-ups to create innovative sustainable products and services. The competition aims to build strong relationships between entrepreneurs, generating viable and in-depth business plans while enhancing the tools to scale-up the different players. WITU as an implementing partner on behalf of Sustainable Tech 4 Africa, OVO, VITO, Leap2 and the Thomas More University to create a landmark with the organisation of the first Sustainable Technology for Africa contest in Uganda conducted a 3 weeks business training looking at crowdfunding empowering them with ways on how they can get more money to reinvest in their businesses and the Hera business canva to help the structure and scale their startups very well seeing them to scale up.
EVENTS

GIRLS IN ICT DAY

On 27th April, 2018 WITU joined the rest of the world to commemorate and host the Girls in ICT day. This is an annual event aimed at “Expanding horizon, changing attitudes”. This day presented an opportunity to hold an event that included representatives from primary and secondary schools participating in the code girls program. 8 schools were represented of which 44 participants took party session.

The day involved the students having a coding competition in scratch programming, the students were divided in teams, the best team took away various prizes for their efforts, each participating school went away with a framed certificate of participation in the event. WITU uses the Girls in ICT day to introduce them to career opportunities in tech, and expose them to women working in the tech industry and leadership for networking and mentorship purposes.

WITU in partnership with Uganda communication commision (UCC) organised the Girls In Ict day celebrations hosted at Nabisunsa Secondary School. There were 10 schools hosted with 500 students present. This celebration at Nabisunsa was used as a platform to encourage girls and young women to pursue ICT careers.
WOMEN IN BUSINESS

WITU introduced the women in business event to bring together all the CLSP alumni, in 2018 WITU carried out Women in Business event and 133 young ladies attended. The event theme “Exhibition for Alumni Businesses” aimed at the alumni showcasing and providing market for their products, sharing knowledge and experience as well as passing on the skills to the running cohort.

AFRICA CODE WEEK

Women in Technology Uganda together with three other partners - Hive Colab, Kafeero Foundation Makerere University, Enable and AFCODE spearheaded the activities of the Africa Code Week in Uganda in October, 2018. Africa Code Week aims to foster digital literacy and equip the continent’s rising generation of young people with job-relevant digital skills. Training for 43 schools in Kampala and Entebbe was done in this week were 3,723 children (both boys and girls) were reached.
Nabbale Fazirah of Bukoto Nakawa division Kampala Uganda first born in a family of 6 children is a S.5 drop out due to school fees ... as she was figuring out what to do next, a friend from the previous cohort introduced her to WITU under the CLSP program. ... During the entrepreneurship classes ... (Nabbale) developed a business plan for her idea which helped her to see how feasible her business would be. ... With the clear business plan in hand, Fazirah got 100,000 from her sister and started her business selling shoes. She uses social media to find clients and delivers since she runs a mobile business. Fazirah’s business started with 100,000. She currently has 300,000 working capital and is excited about scaling and growing it to open a shop.
KAfeero FOUNDATION

From 2016 to date, WITU has been collaborating with Kafeero Foundation, a social enterprise whose sole purpose is to inspire individuals, communities, and economies to grow and progress through innovation. Under the Google skills initiative, Kafeero Foundation empowers digital skills to all the young women at WITU looking at online opportunities for their businesses, how to build your online presence, introduction to online advertising, introduction to mobile marketing, and digital job opportunities.

KITEKA

Kiteka is the first all-female, all-mobile digital outsourcing network that enable female entrepreneurs in Uganda and beyond to access the global digital economy by providing smartphone technology, training, and connections to international businesses in need of intelligent digital outsourcing. WITU provides Kiteka with young women that have completed the WITU program to enroll in to the Kiteka program to mentor the financial growth of their businesses by empowering them with skills of how best they can use the digital/smartphone technology to grow their businesses.

UNICEF

UNICEF Uganda launched an eLearning Initiative of Transforming Computer Labs into Learning Labs initiative which sought to improve secondary school learning outcomes especially in Science, Technology, Engineering, and Mathematics (STEM) and life skills subjects to enhance digital literacy and in the process better position Uganda’s adolescents especially the girls to be more competitive in the workforce. The initiative leverages the schools’ computer labs and opens educational resources to provide learners digital and interactive educational content that reflects modern teaching techniques and different learning styles. To achieve the broader objectives and deployment of Kolibri eLearning platform, UNICEF sought the services of Women in Technology Uganda (WITU) to facilitate the adoption of new technologies in different schools with the aim of improving learning outcomes. WITU supported the deployment of the Kolibri eLearning platform, facilitated training, and follow up visits, contributed to updating of content from the central server and supported monitoring, evaluation, and learning activities. The eLearning platform Kolibri was piloted from July 2017 to March 2018 in 20 Universal Secondary Schools (USE) that are equipped with operational computer labs from 7 districts of Adjumani, Kabale, Ntungamo, Isingiro, Rubanda, Rubirizi, and Wakiso. WITU reached 131 teachers (94 Male and 37 Female) teachers with 1756 (712 Male and 1044 Female) students trained on how to explore and use the content on the Kolibri platform.