



INSIDE THE 10X

PROGRAM JOURNEY

July-December 2025 Issue

Program reflections



Since its kickoff in July, the 10X Program Foundation Course has reached over 14,000 young women, more than 1,000 of whom are persons with disabilities and over 900 refugees, equipping them with skills and confidence needed to run their businesses digitally and meaningfully participate in a rapidly evolving digital landscape.

As we end the year, we have witnessed a shift in how young women engage with possibility. Through the 10X Program, we are widening the horizon of what dignity, opportunity, and economic participation can look like for young women across Uganda in the Digital Economy.

This edition captures transformation in motion. Since its kickoff in July, the 10X Program Foundation Course has reached over 14,000 young women, more than 1,000 of whom are persons with disabilities and over 900 refugees, equipping them with skills and confidence needed to run their businesses digitally and meaningfully participate in a rapidly evolving digital landscape.

We also kicked off the Digital Startup Accelerator Challenge, deepening our commitment to supporting MSMEs. Through the WITU Certificate Awarding Ceremony, Refactory Digital Skills Showcase, and National Disability Inclusion Symposium, we reaffirmed that inclusion is a practice we must demonstrate consistently and boldly.

But the most compelling part of this journey remains the stories of impact. The stories of growth and impact remind us that when systems are designed with intention and care, the outcomes speak for themselves. They show us that innovation is not only found in technology but in the courage to imagine a different future.

As Outbox, we remain steadfast in our mission: to collaborate, learn, and scale what works. The progress you see here is the result of shared conviction from partners, ecosystem actors, and the communities who trust us with their aspirations.

Thank you for being part of this collective effort. Together, we are building an inclusive digital economy where young women are not just participating but shaping what comes next.

Richard Zulu
Team Principal, Outbox





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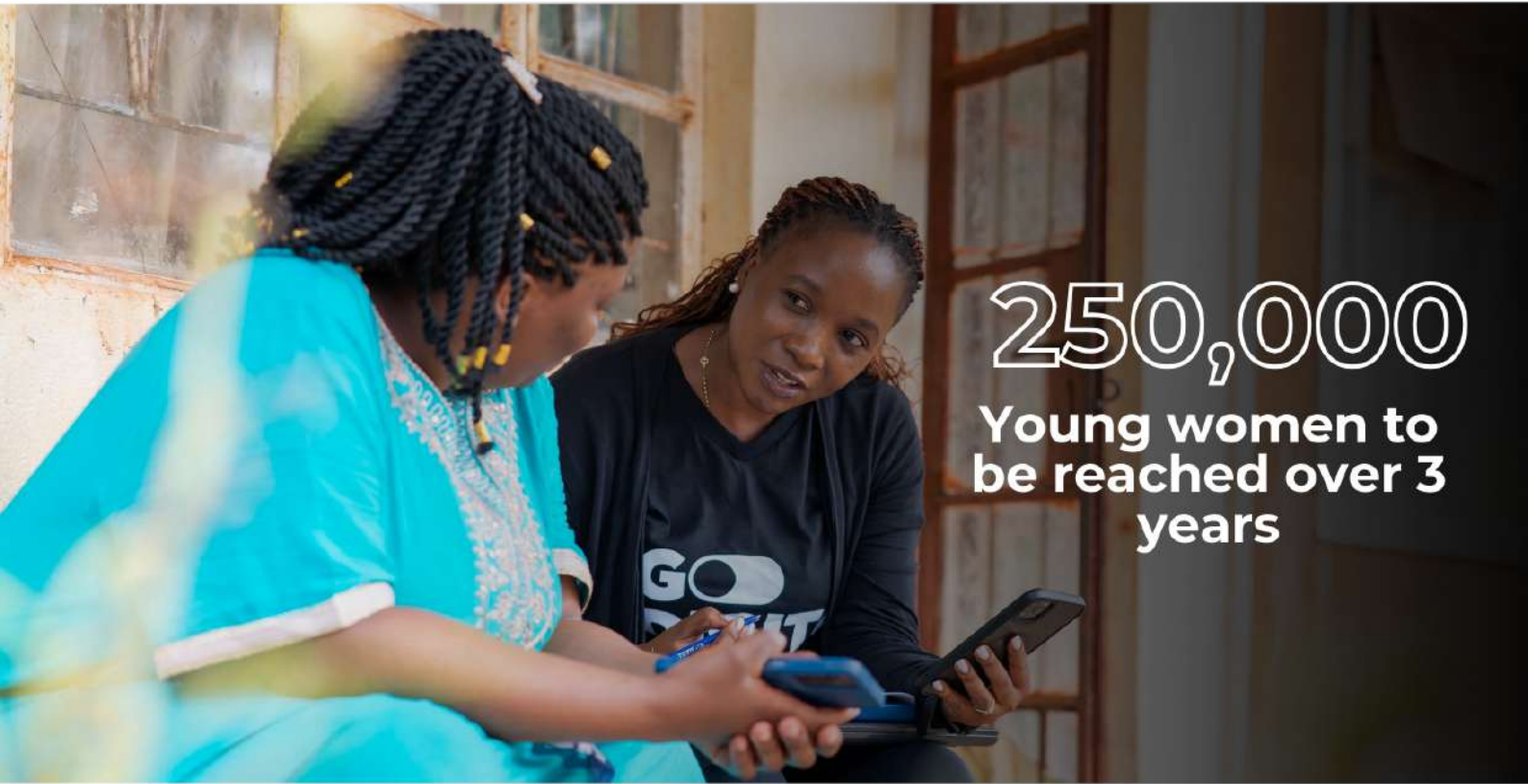
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Program Highlights



250,000

**Young women to
be reached over 3
years**

10X Program Foundation Course Kickoff

Outbox officially kicked off the 10X Program Foundation Course, a foundational learning pathway designed to equip young women with the essential skills to access digital markets, finance, and effectively participate in the digital economy.

The course is structured into five modules delivered through 25 practical lessons, covering key areas such as becoming an empowered woman, building confidence in navigating a smartphone, staying safe online, finding useful digital resources and tools, and understanding the basics of online and business financial management.

Implementation of the Foundation Course is being rolled out through eight Entrepreneurship Support Organization (ESO) partners, including MUBS EIC, Mkazipreneur, Stanbic Business Incubator, Challenges Uganda, Finding XY, PEDN, and Excel Hort Consult Agribusiness Incubator. Since its launch, the program has reached over 14,000 young women, with 70% course completion rates recorded. Upon completing the foundation business course, participants progress into business development support accelerators led by the eight entrepreneurship support partners.

Enroll for the 10X Program foundation course today:
<https://10xacademy.outbox.africa/courses/> using the coupon: 10xoutbox.



Program Highlights



10X Program: Digital Startup Accelerator Challenge Kickoff



The 10X Program: Digital Startup Accelerator Challenge officially kicked off, marking an exciting opportunity for tech entrepreneurs developing digital solutions that support Micro, Small and Medium Enterprises in Uganda. It aims to accelerate high-potential startups to scale their impact and strengthen Uganda's digital economy.

The Challenge is targeting startups innovating the sectors of Agriculture, Trade & Services, Health, Light Manufacturing, Fashion & Design, and the MICE (Meetings, Incentives, Conferences & Events). Selected startups will receive affordable financing and tailored technical assistance to scale their solutions.

Tech entrepreneurs ready to grow their ventures and create meaningful impact for MSMEs are encouraged to apply now: <https://10xdigitalchallenge.outbox.africa/>.

Who can apply?

Be legally registered in Uganda and operating for at least 1 year

Offer a tech-enabled solution supporting MSMEs in device financing, operational efficiency, finance, or market access

Be willing to serve entrepreneurs in the 10X Program focus regions, such as Elgon, Bukedi, Bugisu, Ankole, Acholi, Tooro, Bunyoro, Karamoja, and Central Uganda

Be early-stage (MVP stage, not profitable, raised less than \$300,000)





300 Young women complete WITU's digital skilling course

The Women in Technology Uganda (WITU) Certificate Awarding Ceremony marked a major milestone as over 300 young women were officially recognized for successfully completing intensive digital skills training under the 10X Program. After three months of hands-on learning, the graduates have been equipped with in-demand skills that position them to actively participate in and thrive within the digital economy and pathways to dignified work.

Through the program, the young women undertook practical courses including digital marketing, graphic design and animation, web design, data analysis, secretarial studies, videography, deejaying, and other digital competencies aligned to current market needs.

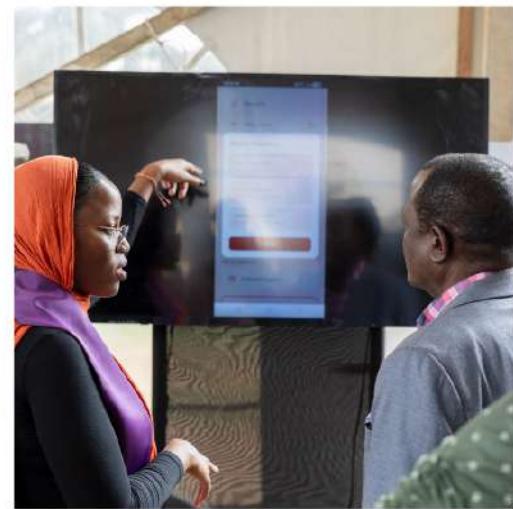
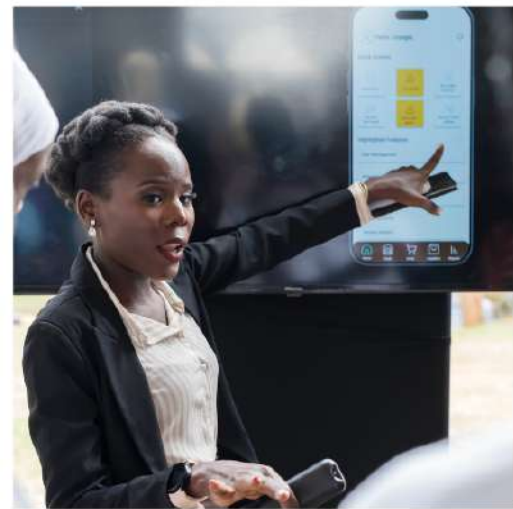
The certification not only celebrated their dedication and achievement but also reflected tangible outcomes, with many participants already transitioning into employment and recording increased income. WITU continues to champion access to inclusive digital skilling for young women, and aspiring learners are encouraged to apply and access similar opportunities by visiting <https://www.witu.org/apply>.

**Program
targets**

9,401

Young women attaining
basic, intermediate and
advanced digital skills





Over 500 Young Women Certified Through the Refactory digital skilling program

Refactory recently hosted a Digital Skills Showcase, celebrating the creativity, innovation, and growth of participants trained under the 10X Program. The event brought together the participants, and different ecosystem actors to witness demonstrations of projects developed by participants from the June–November 2025 cohorts, highlighting how digital skilling is translating into real, market-ready solutions for the future of work.

The showcase featured masterclasses on Content Creation and AI Prompting, setting the tone for conversations around emerging digital careers. In total, 504 participants that were certified, 89% were young women aged 18–35, including 7% persons with disabilities. The event also served as a recruitment and inspiration platform, connecting employers to a pool of talent and motivating more young women to pursue digital careers.

Young women interested in gaining in-demand digital skills and joining similar cohorts are encouraged to apply via <https://refactory.academy/financial-aid/10x-program/>.

**Youth In Work
Target**

6,999

Young women accessing dignified and fulfilling work opportunities having attained basic, intermediate and advanced digital skills





Unlocking Youth Potential Through Inclusive Access to Finance

As we reflect on progress under Young Africa Works, one insight stands out: access to finance, when designed intentionally, can unlock meaningful opportunity for young people. Through partnerships with financial service providers, we have supported guarantee funds and concessional lending that de-risk youth financing and enable affordable credit for marginalized young people, including those in rural and refugee settings. These approaches have encouraged FSPs and MFIs to design products that respond to the realities of youth-led enterprises, rather than exclude them.

Beyond credit, financial literacy has proven essential. Through our work with different partners, young people are transitioning from informal to formal finance, building confidence, discipline, and resilience in how they use financial products. Digitalization has further accelerated this shift, with digital account opening and expanded agent banking bringing financial services closer to young entrepreneurs and small businesses.

Collectively, these efforts have supported over 300,000 young people to transition into work, many into transformative opportunities that offer not just income, but stability, dignity, and a sense of belonging. The lesson is clear: when finance is paired with literacy, digital tools, and inclusive design, young people are not a high-risk segment, but a high-potential one. Development finance has demonstrated what works; the next step is for private capital to scale these proven models for lasting impact.

Andrew Wilobo
Lead, Technology Solutions, Mastercard Foundation

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Disability Inclusion



Disability Inclusion Symposium

Outbox participated in the 5th Annual Disability Symposium alongside the Ministry of Gender, Labour and Social Development under the theme “Financial Inclusion: A Key to Socio-Economic Empowerment for Persons with Disabilities.” The symposium brought together key stakeholders to advance conversations on inclusion, access, and equitable economic participation for persons with disabilities.

This theme strongly aligns with Outbox’s mandate under the 10X Program, which focuses on digitally skilling young businesswomen with disabilities to enable them to access inclusive digital financing opportunities. By equipping participants with relevant digital and financial capabilities, the program goes beyond addressing immediate barriers to create an enabling environment for long-term, systemic change, ensuring that women with disabilities can fully and equitably participate in the digital economy.

Persons with disabilities target

12,500

Persons with Disabilities reached through the 10X Program

Impact stories



Empowering Young Businesswomen through the 10X Program

At Mkazipreneur, we support women to build self-reliant, tech-enabled businesses that create jobs and drive inclusive economic growth. Joining the 10X Program was a natural fit, aligning with our mission to expand digital skills, strengthen financial readiness, and connect women-led enterprises to markets and funding.

Through the 10X consortium, our work has become more focused and effective. Shared planning and joint implementation have strengthened our performance-based approach, enabling us to refine outreach and expand our reach across Wakiso, Kampala, Buikwe, and Mukono districts.

We have seen a clear shift among young women, many of whom now use smartphones as business tools—leveraging platforms like TikTok for marketing and sales. One participant shared how the foundation course helped her see her small shop as a growth opportunity, giving her the confidence to save, start detergent production, and scale her business.

To date, Mkazipreneur has onboarded over 3,000 young women-led businesses onto the 10X foundation course. Looking ahead, I am excited to scale what works and continue building inclusive pathways for young women to thrive in the digital economy.

Immy Nakyeyune
Founder & Lead, Mkazipreneur

**Program
Target**

10,700

Women-inclusive MSMEs attain
Digital Economy skills





Kevin (second from the left) pictured with fellow program participants during the learning visit.

Mugisha Kevin: The Journey to a Global Dream

Mugisha Kevin is a young refugee woman from the Democratic Republic of Congo living in the Nakivale Refugee Settlement whose journey has been shaped by resilience and a deep passion for technology. Despite frequent interruptions in her education due to school fees, she persevered and completed her A' levels with strong results.

After being unable to join university because she lacked a National Identification Card, Kevin discovered the 10X Program through a training initiative supporting young women in the settlement. She successfully earned a scholarship to Refactory, where she studied Foundations of Software Engineering and later advanced to Software Engineering with Python.

The program became a turning point, equipping her with practical digital skills, industry exposure, and a recognized certificate that strengthened her applications for further studies earning her a scholarship to pursue a Bachelors degree. Today, Kevin continues to build her experience in technology, demonstrating how access to the right opportunities can transform potential into progress.

“

I believe taking the Refactory courses helped position me to earn a scholarship for my Bachelor's degree. When we were applying, our mentor asked if anyone had additional qualifications, and I was the only one. I believe this set me apart, allowing me to continue my education and move closer to achieving my dream.

”





Shakira at her workplace.

Unlocking Confidence and Dignity Through Digital Skills

Shakira Nalubwama worked as an Assistant Health Club Manager and was committed to her job, but limited computer skills held her back. Everyday tasks like writing reports, keeping records, and sending emails were difficult, making it hard for her to grow professionally.

Her journey changed when she joined the Basic ICT course offered by WITU under the 10X Program. Through hands-on training, Shakira learned how to use a computer confidently, manage records, and communicate effectively using digital tools. These skills helped her earn a promotion, take on greater responsibilities, and work more efficiently. Today, she earns UGX 800,000 per month and takes pride in her work, proving that digital skills can unlock better opportunities and dignified employment.

“Before the course, I always wished I could do the things my colleagues were doing, but my limited digital skills held me back. After taking the training, I can now write reports and document activities online, and this has earned me a promotion.”



Weaving Hope and Opportunity Through Lumbia Collection

Daniella Mwanvu, a refugee from the Democratic Republic of Congo living in Nakivale Refugee Settlement, ran a small shop called Lumbia Collection, crafting crochet bags, sweaters, scarves, and other clothing items. When her shop collapsed in a storm, Daniella lost everything. Determined to continue, she moved her business online, opening an Instagram store.

Through the 10X Program, offered by Excel Hort Consult Agribusiness Incubator, Daniella learned essential digital skills how to take quality product photos, market online, and reach customers beyond her settlement.

Today, Lumbia Collection thrives online, serving customers as far as Kampala. Beyond growing her business, Daniella now supports other young refugee women by helping train them in the 10X Program, translating lessons to make them accessible and actionable.

“

Through the 10X Program, I learned how to take quality product photos, market my products online, and reach customers beyond the settlement. Now, I can order materials from suppliers in Kampala and have them delivered directly to Nakivale. I am also able to sell to clients outside the settlement, which has greatly increased my sales and helped my business grow.

”

Daniella with some of her products.

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