

IMPACT REPORT



Talent is Universal—Opportunity is Not. Until Now.



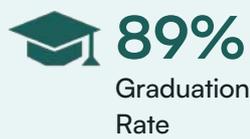
Software Engineering Certificate Program

Cohort 3

June 2024—June 2025

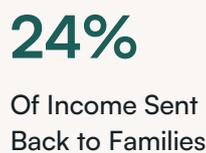
Cohort 3 Performance

This report presents early impact data for Cohort 3, evaluated three months after completing our 1-year Software Engineering Certificate Program.



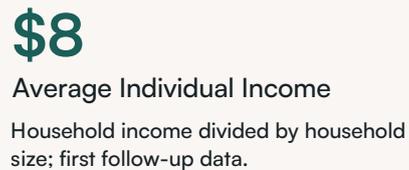
Economic Transformation

Post-Program Monthly Income



¹ Lowest income reflects current probationary rates; pay typically increases after confirmation.

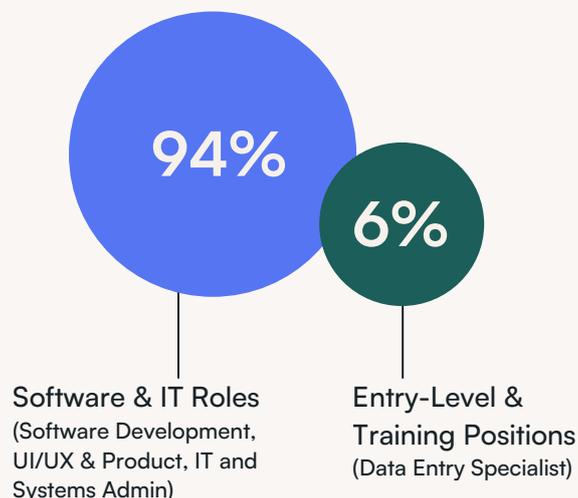
Pre-Program Monthly Income



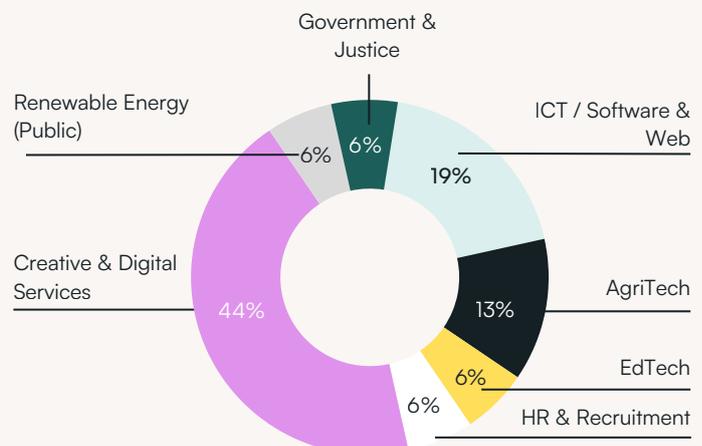
Context: World Bank poverty line (2025): **\$91/mo.**

Employment Breakdown

Tech Positions by Category



Tech Positions by Sector



Bootcamp Projects

During training, our *Talents* undertake hands-on software engineering projects with industry partners.



Team 1

Company: Enigma Kreative Ltd
Project: Xtreative — E-commerce for Creatives

Students built an e-commerce platform to help local artisans reach national and international customers.

The system gives vendors inventory, payments, logistics, and warehouse quality checks—delivering a trusted, user-friendly shopping experience.



Team 2

Company: Laboremus Uganda Ltd
Project: Payment Automation System

Students created a payment automation tool to digitize expense submissions and approvals.

Employees file receipts online, track status, and coordinate with finance—speeding processing and improving accuracy and transparency.



Team 3

Company: Outdoorsy Uganda
Project: Adventure Booking Website

Students developed a booking website to move Outdoorsy Uganda from social media to a professional online presence.

The platform lists adventures with real-time bookings and secure payments, plus an admin dashboard for trips and content.

Mentorship Program

Each student is matched with a tech professional for 1:1 guidance and career advice over an 8-month period.

16

 Industry mentors

From 7 countries

Mentors from Germany, USA, Bulgaria, Uganda, Singapore, Thailand, Czech Republic

"Working with Promise has been incredible. Seeing her grow so quickly and with such passion—while sharing my own experiences—created something truly meaningful."

Mentor, Cicero Hellmann



"Through honest feedback and real examples, my mentor showed me that every mistake is a chance to grow. I've learned more than I imagined. Having someone consistently there to support me meant everything."

Mentee, Tuhaise Promise



Our Talents report:

100%

make their own economic decisions.

100%

are confident they can succeed in their jobs.

94%

report new freedom to pursue jobs, training, and personal projects.



Esther Nakungu

Groundbreaker Alumni

Backend Developer @The Judiciary

“Groundbreaker believed in me and shaped who I am today.”

After completing S.4 in 2022, I had no clear path ahead. In 2023, I joined a bakery course, but towards the end, my dad encouraged me to apply for Groundbreaker.

At first, I knew nothing about software engineering, but the opportunity gave me hope and changed everything. I gained tech and soft skills, learned how to build apps and websites, and grew in confidence.

Today, I have a job and can sustain myself. I'm upgrading my education with the money I earn and can now even support my parents in one way or another. I'll forever be grateful to Groundbreaker for believing in me and shaping who I am today.

“I am now a confident, professional Techie.”

In 2024, I was a Senior Six vacist with little hope of joining university. I love learning, but money was tight and, as the eldest sister, I needed to work. I became a primary school teacher, and with my first salary, I bought a phone. One day, with this very phone, I found Groundbreaker. I was skeptical, but I applied anyway.

This changed everything: I arrived on campus knowing almost nothing about tech and left as a confident, professional Techie. Today, I proudly work as a Software Engineer at the National Renewable Energy Platform.

Sometimes I still pause and remember that just yesterday, I was a Senior Six vacist with little hope. I carry deep gratitude for this opportunity that changed my life.



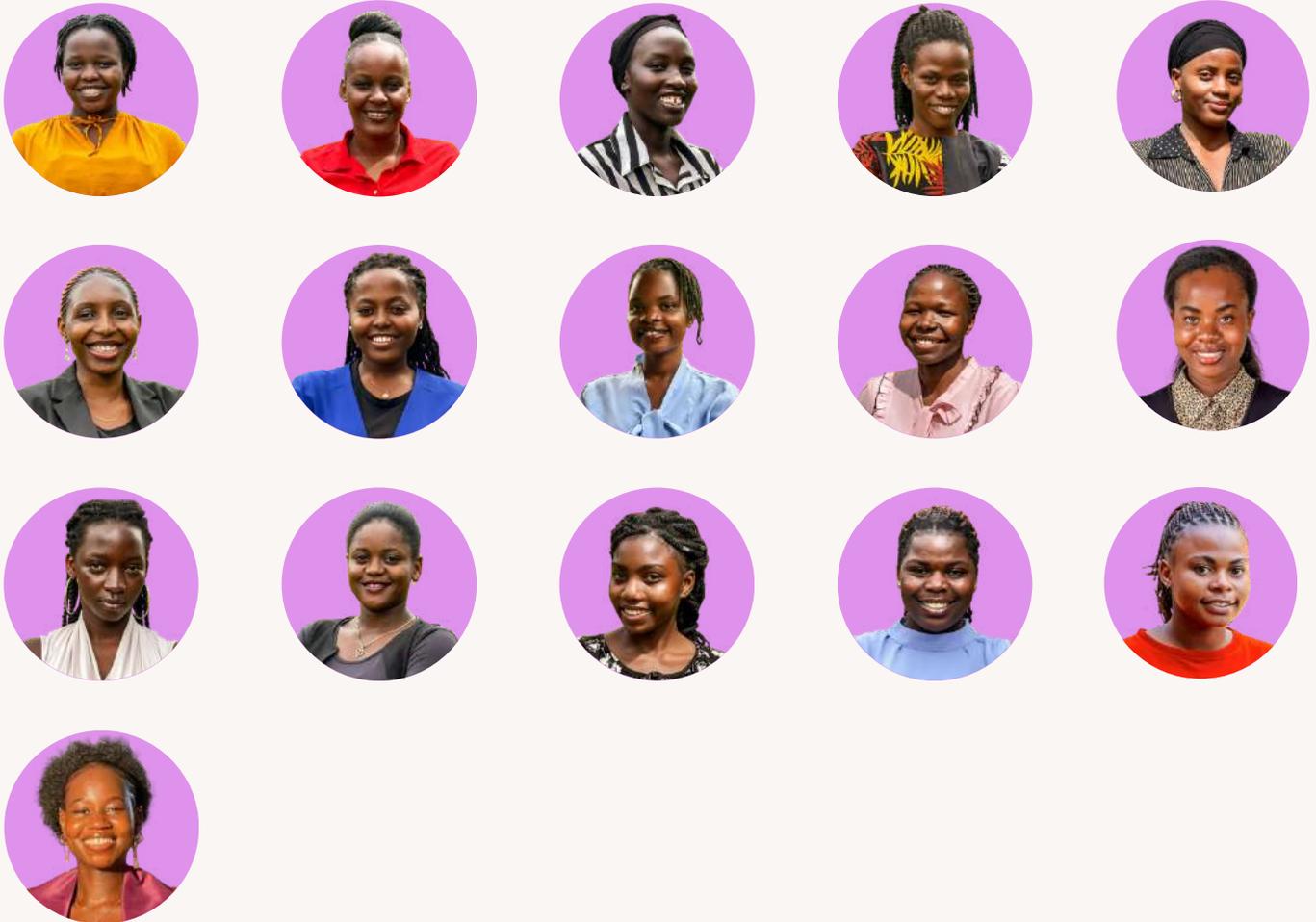
Claire Namagala

Groundbreaker Alumni

Software Developer

@National Renewable Energy Platform

These 16 Talents Are Now Building Tech Careers



Our work aligns with the **UN Sustainable Development Goals (SDGs)**:



Thank You for Making This Possible.

Your support as partners, funders, and advocates helps us create access to opportunity and build a more equitable tech industry.