

refactor 



# Serg. James Besigye

## Technical Lead, Uganda Police Force

**Joined Refactory:** 2019

**Key Experience:** gained transformative coding skills at Refactory, which reshaped his approach to law enforcement and problem-solving and contribution to the UPF Mobi app.

**Current Employment:** Superintendent of Police at Uganda Police Force

**Key Lessons:** Discovered the power of technology and collaboration to drive innovation, efficiency, and systemic improvements in his work.

**Passion:** leveraging technology for societal impact, fostering innovation in law enforcement, and inspiring others to embrace coding.



# Maria & Joyce

## Founders, CodeCompass Foundation

**Academic Background:** Both hold a BSc in Computer Engineering.

**Joined Refactory:** January 2019.

**Key Experience:** Developed expertise in software development and leadership at Refactory, which set the foundation for their impactful careers in technology.

**Current Employment:**

Maria serves as a consultant for UN Women under the African Girls Can Code Initiative.

Joyce works as a data analyst and consultant for UN Women, focusing on empowering women and girls in tech.

**Impact:** Together, they co-founded CodeCompass Foundation, using technology to empower children, youth, and underserved communities, fostering inclusivity and innovation in the digital space.

# The skills gap

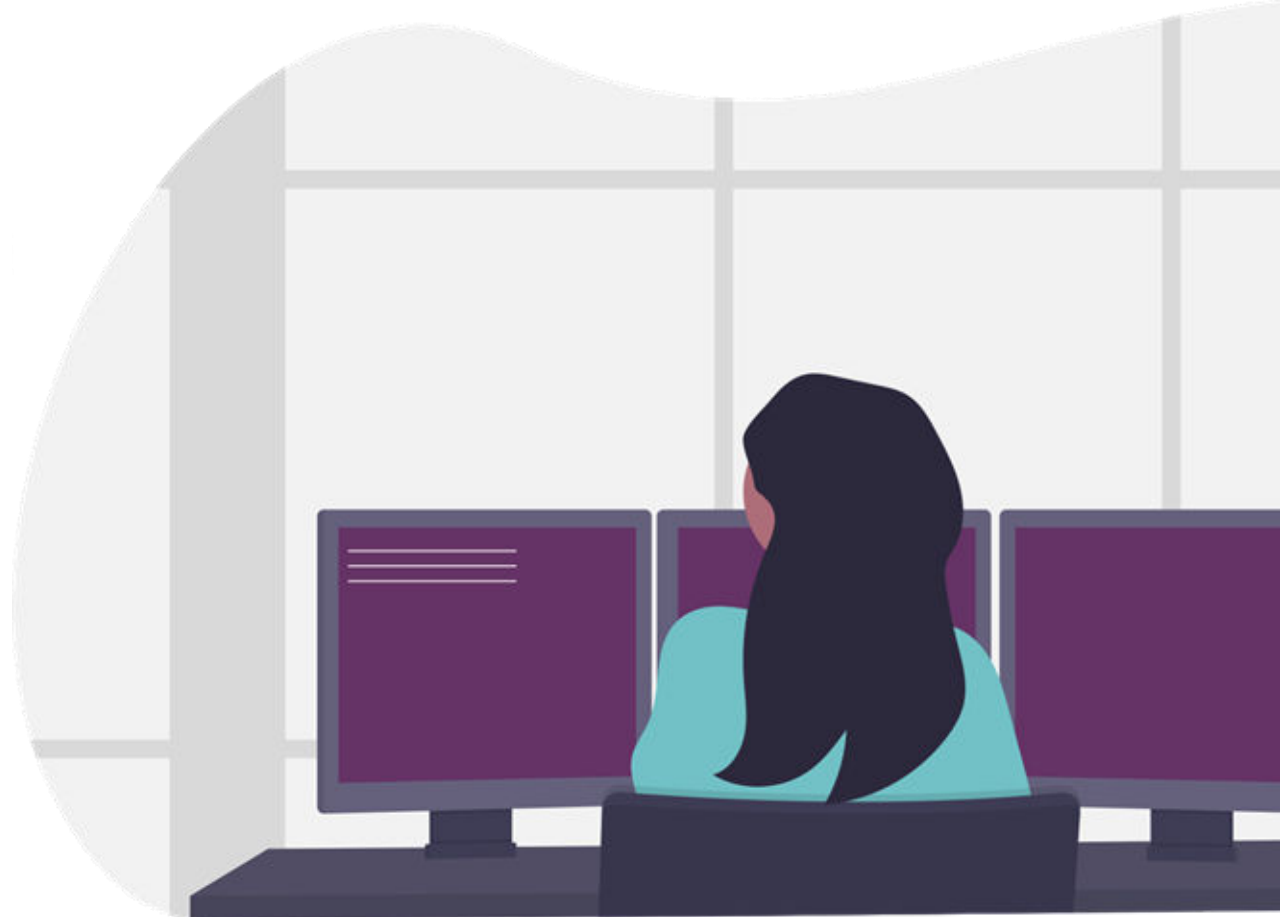
The “**skills gap**” between what schools and universities teach and what employers need is a known problem for employers in the ICT-sector.

In 2020, 70% of tech companies reported a shortage of qualified developers

In 2021, 65% of Ugandan developers state they have less than 5 years coding experience. This means industry partners are lack job ready talent.

Developers either fail to get hired or feel overworked and overwhelmed once they do.

Even when following a coding bootcamp or other training, actually finding meaningful employment is hard for tech talents.





DIRECTORATE OF INDUSTRIAL TRAINING  
MINISTRY OF EDUCATION AND SPORTS



## Certificate of Accreditation

Issued Under Section 14 Subsection (e) of the BVET Act, 2008  
ISO 9001:2015 Certificate No.: UG92580A

*This is to Certify that*

**Refactory Limited**

*Is an accredited Assessment Centre and suitable for Category C*

*The Accreditation is with effect from October 2022*

*Centre Number MAC/3464*

DIRECTOR  
DIRECTORATE OF INDUSTRIAL TRAINING

Cert No.: 2210003361



CHAIRPERSON  
INDUSTRIAL TRAINING COUNCIL

*For Key Abbreviations, see reverse*

Refactory is training the next generation of tech talents and experts in Uganda.

**Mission:** To be the industry's preferred skilling partner for tech talent

**Vision:** A vibrant and growing African Tech sector made up of individuals empowered with the right skills.

# Our Pathway to Meaningful Work

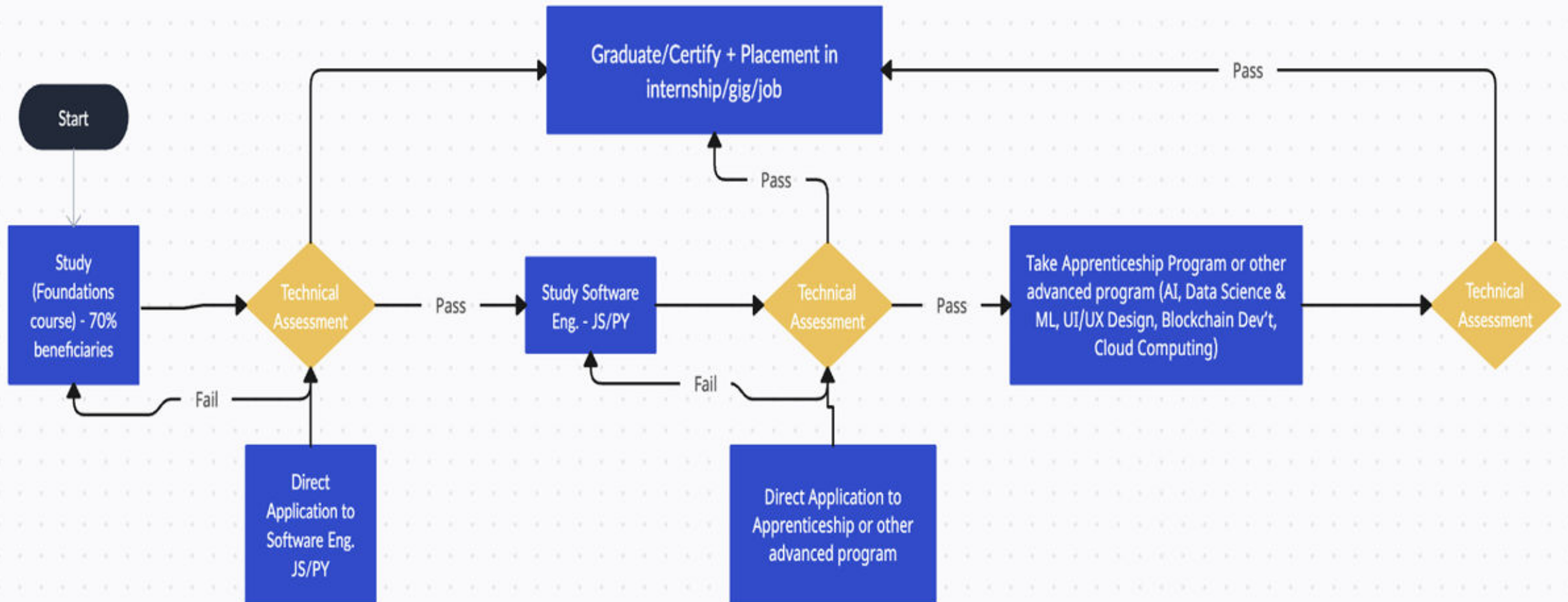
Our mission is to close this skilling gap between education institutions and the marketplace (industry).



## Target by 2030:

- **Outreach** - **4,901** digitally empowered and skilled (including Young Women, PWDs)
- **Placement** - **3,431** (70% of outreach into dignified work)

# Learner Pathway to Meaningful Work



# Refactory Numbers

91%

of graduates from the Boot Camp in employment.

95%

Student satisfaction with Refactory.

1,000+

Software developers with relevant skills trained.

46%

Females Graduating from all programs.

>40

Partners across the board.

>1,000

Impacted through outreaches.



# 16 Bootcamps – As of October 24

Project Delivered

**55**



Projects Partners

**50+**

Bootcamp Trainees

**350**

# Our Partners



# UGDev Summit 2024



## Event Statistics

400+

ATTENDEES

42

SPEAKERS

20

SESSIONS

12

EVENT PARTNERS

11

EXHIBITORS

158

Masterclass  
Attendance

252

Keynote & Panel  
Discussion Attendance

83

Birds of Feather  
Sessions Attendance

112

Fireside Chat  
Attendance



## Get in touch

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*Advancing Uganda's Tech Industry*

