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# **NGO Interventions in Women's Entrepreneurship in East Africa**

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# **NGO Interventions in Women's Entrepreneurship in East Africa**

**Alexander Westin-Hardy**

## **ABSTRACT**

This study focuses on organisations in East Africa that provide direct support for women entrepreneurs and small firms to learn, grow and scale-up their businesses through educational programmes and business development services. The paper begins with a contextual overview of women and their role in Tanzanian entrepreneurship, shedding light on some of the challenges and opportunities for development. It then provides an overview of the current ecosystem and identifies the key sectors that have been the focus of enterprise development activities, before finally outlining the specific activities, programmes and services offered by organisations in Tanzania. The paper also outlines similar initiatives implemented by organisations in Kenya, Uganda, Rwanda and Burundi, providing examples of the methods NGOs have used to boost entrepreneurial spirit and activity. These initiatives include locally-grown business development services and entrepreneurship courses as well as work by international NGOs. The paper profiles the work of organisations with active programmes in East Africa compiled with the help of resources available in the public domain.

**Key words:** Entrepreneurship, Tanzania, Women, Small business

## I. Introduction

The entrepreneurship and enterprise growth landscape in Tanzania represents a complex ecosystem. It comprises organisations with a number of different functions: policy advocacy groups that lobby government institutions; ecosystem-building organisations that organise events and research; banks, investors and funding platforms that provide direct financing; professional associations and networks; educational programmes and centres; and incubator or accelerator programmes for business development.<sup>1</sup> This study focuses on organisations in East Africa that provide direct support for entrepreneurs and MSMEs to learn, grow and scale their businesses through educational programmes and business development services. The purpose of this paper is to provide an overview of NGOs in Tanzania and a number of other East African nations that could help build local capacity and could catalyse and accelerate MSME development and growth. A particular focus is placed on the work done to help young people and women.

Women entrepreneurship is an area mostly neglected in mainstream economics and management research.<sup>2</sup> This paper therefore aims to provide a comprehensively detailed foundation for guiding future research and the design of initiatives to enhance women's entrepreneurship. The paper begins with a contextual overview of women and their role in Tanzanian entrepreneurship, shedding light on some of the challenges and opportunities for development. It then provides an overview of the current ecosystem and identifies the key sectors that have been the focus of enterprise development activities, before finally outlining the specific activities, programmes and services offered by organisations in Tanzania. The paper also outlines similar initiatives implemented by organisations in Kenya, Uganda, Rwanda and Burundi, providing examples of the methods NGOs have used to boost entrepreneurial spirit and activity. These initiatives include locally-grown business development services and entrepreneurship courses as well as work by international NGOs. The paper is only concerned with profiling the work of organisations with active programmes in East Africa. This information has been compiled through online research and thus relies on resources available in the public domain. The study does not attempt to assess the impact or effectiveness of individual NGOs, which would require the collection of significant economic data and the use of statistical analysis tools. Completion of such an assessment, however, will be an important objective for future research and a useful guide for future policy decision-making.

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<sup>1</sup>For more on the innovation ecosystem in Tanzania see Argidius. 2017. *The Entrepreneurship and Enterprise Growth Landscape: Tanzania*. [https://www.argidius.com/wp-content/uploads/2015/03/Tanzania\\_Mapping.pdf](https://www.argidius.com/wp-content/uploads/2015/03/Tanzania_Mapping.pdf); Anza. 2017. *The Innovation Ecosystem of Tanzania*. <http://anza.co.com/wp-content/uploads/2016/08/the-innovation-ecosystem-of-tanzania-compressed.pdf>.

<sup>2</sup>Seenivasan, R. 2014. Global research on women's entrepreneurship: An overview. *Journal of Small Business and Entrepreneurship Development* 2(2): 121-140. [http://jsbednet.com/journals/jsbed/Vol\\_2\\_No\\_2\\_June\\_2014/6.pdf](http://jsbednet.com/journals/jsbed/Vol_2_No_2_June_2014/6.pdf); Yadav, V. and Unni, J. 2016. Women entrepreneurship: Research review and future directions. *Journal of Global Entrepreneurship Research* 6: 12. <https://link.springer.com/content/pdf/10.1186%2Fs40497-016-0055-x.pdf>.

Figure 1: Map of East Africa



Source: NYSTROM

## II. Women and Entrepreneurship in Tanzania

Tanzania has sustained relatively high economic growth over the last decade, averaging 6-7 per cent a year.<sup>3</sup> Although the poverty rate has declined over the same period, falling from 59.9 per cent in 2007 to an estimated 43 per cent in 2016 (based on the US\$ 1.90 per capita per day global poverty line), population growth means that the absolute number of poor remains high.<sup>4</sup> Over 20 million Tanzanians still live below the global poverty line, and continued efforts are necessary to accelerate poverty reduction.

Women entrepreneurs are a potential motor for the economy and can generate jobs, reduce poverty and promote sustainable development.<sup>5</sup> Women play a key role in the private sector and micro, small and medium enterprises (MSMEs) in Tanzania. The proportion of women-

<sup>3</sup> World Bank open data.

<sup>4</sup> The World Bank Group. 2017. *Tanzania Economic Update: Managing Water Wisely*. <http://documents.worldbank.org/curated/en/673961509974154698/pdf/120954-NWP-PUBLIC-p156957-p164469-86p-WorldBankNovFR.pdf>.

<sup>5</sup> Global Entrepreneurship Monitor. 2017. *Women's Entrepreneurship 2016/2017 Report*. <https://www.babson.edu/Academics/centers/blank-center/global-research/gem/Documents/GEM%202016-2017%20Womens%20Report.pdf>.

owned enterprises (WOEs) was reported to be 54.3 per cent in 2012.<sup>6</sup> However, multiple obstacles continue to impede their capacity to start and grow businesses in sectors that generate quality jobs. Although many women have untapped potential for entrepreneurial development, they are often held back by a lack of the necessary capacities, skills and resources. The majority of women entrepreneurs are aged between 25 and 40 years, and have a low level of education.<sup>7</sup> They face more disadvantages than men due to legal impediments, limited social status, cultural attitudes unfavourable for female entrepreneurship, less mobility, and limited access to appropriate business premises. Their businesses also tend to be younger and smaller than men's.<sup>8</sup>

WOEs in Tanzania are concentrated in informal, micro, low growth, and low profit activities, where entry barriers are low but price competition is intense.<sup>9</sup> These include trade, food vending, tailoring, batik making, beauty salons, decorations, local brewing, catering, pottery, food processing and charcoal selling. Women's business opportunity identification tends to reflect their traditional roles in food production, sewing, crafts, small-scale farming, and small-scale cooperative production.<sup>10</sup> Most WOE's sell their products in the local market, with only small percentages operating at a regional or international level.<sup>11</sup>

The government of Tanzania has expressed commitment to support women's entrepreneurship, and a number of initiatives, policies, programmes and organisations have been introduced in order to support women entrepreneurs and WOE's.<sup>12</sup> However, women entrepreneurs continue to face a challenging environment that contributes to stifling the growth of their enterprises.<sup>13</sup> Women operating in the MSME sector are subject to a number of cultural, socioeconomic and operational barriers that limit their ability and capacity to take their enterprises to the next stage of development.

A UNDP, ILO and UNIDO report from 2002 concludes with a list of factors impeding the development of informal MSMEs in Tanzania: constraints inherent to the entrepreneurs themselves, i.e. the low level of education, the lack of managerial, marketing and production skills; constraints characteristic of the informal sector, e.g. the use of rudimentary technology, the low skilled and unmotivated workers; and external constraints. These external constraints

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<sup>6</sup> Tanzania Ministry of Trade and Industry. 2012. *National Baseline Survey Report: Micro Small & Medium Enterprises in Tanzania*.

<http://www.fsd.tz/wp-content/uploads/2016/05/MSME-National-Baseline-Survey-Report.pdf>.

<sup>7</sup> Mori, N. 2014. *Women's Entrepreneurship Development in Tanzania: Insights and Recommendations*.

[http://www.ilo.org/wcmsp5/groups/public/---ed\\_emp/---emp\\_ent/---ifp\\_seed/documents/publication/wcms\\_360426.pdf](http://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/---ifp_seed/documents/publication/wcms_360426.pdf).

<sup>8</sup> Mori, N. 2014. *Women's Entrepreneurship Development in Tanzania: Insights and Recommendations*.

[http://www.ilo.org/wcmsp5/groups/public/---ed\\_emp/---emp\\_ent/---ifp\\_seed/documents/publication/wcms\\_360426.pdf](http://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/---ifp_seed/documents/publication/wcms_360426.pdf).

<sup>9</sup> Stevenson, L. and St-Onge, A. 2005. *Support for Growth-oriented Women Entrepreneurs in Tanzania*.  
<https://www.afdb.org/fileadmin/uploads/afdb/Documents/Policy-Documents/GOWE%20Tanzania.pdf>.

<sup>10</sup> Stevenson, L. and St-Onge, A. 2005. *Support for Growth-oriented Women Entrepreneurs in Tanzania*.  
<https://www.afdb.org/fileadmin/uploads/afdb/Documents/Policy-Documents/GOWE%20Tanzania.pdf>.

<sup>11</sup> Mori, N. 2014. *Women's Entrepreneurship Development in Tanzania: Insights and Recommendations*.

[http://www.ilo.org/wcmsp5/groups/public/---ed\\_emp/---emp\\_ent/---ifp\\_seed/documents/publication/wcms\\_360426.pdf](http://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/---ifp_seed/documents/publication/wcms_360426.pdf).

<sup>12</sup> Mori, N. 2014. *Women's Entrepreneurship Development in Tanzania: Insights and Recommendations*.

[http://www.ilo.org/wcmsp5/groups/public/---ed\\_emp/---emp\\_ent/---ifp\\_seed/documents/publication/wcms\\_360426.pdf](http://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/---ifp_seed/documents/publication/wcms_360426.pdf).

<sup>13</sup> Stevenson, L. and St-Onge, A. 2005. *Support for Growth-oriented Women Entrepreneurs in Tanzania*.  
<https://www.afdb.org/fileadmin/uploads/afdb/Documents/Policy-Documents/GOWE%20Tanzania.pdf>.

included both operating constraints, e.g. a lack of access to credit and the tiny purchasing power of their clients, as well as regulatory constraints stemming from the many difficulties of obtaining a legal operating status.<sup>14</sup>

A 2014 report by the ILO identifies a number of further constraints on the operation and growth of WOE's, setting out six Women's Entrepreneurship Development (WED) framework conditions: a gender-sensitive legal and regulatory system; effective policy leadership and coordination for the promotion of WED; access to gender-sensitive financial services; access to gender-sensitive business development support (BDS) services; access to markets and technology; and representation of women entrepreneurs and participation in policy dialogue.

In addition, Stevenson and St-Onge (2005) highlight that women in different stages of transition from informal economy to small enterprise face unique challenges. For those who run informal micro-enterprises (where most of the women are engaged), the main challenges are: dealing with costly and complicated formalisation procedures (if they wish to formalise); harassment due to operating in locations and premises not meant for business; and finding the time to attend training supported by donors and NGOs. For those who run formal micro-enterprises, the unique critical challenges are in dealing with high and multiple taxes, complex tax compliance procedures, and access to finance. For women entrepreneurs already running small enterprises, the main challenges are: limited access to quality and affordable business development services; access to term finance and sufficient working capital to meet their needs; multiple taxes; and compliance with labour laws.

A number of NGOs have been working to assist growth-oriented women entrepreneurs and improve the enabling environment for women to start and grow their own enterprises. The three major ways this is achieved are by providing access to financial credit, educating women entrepreneurs through training, and providing business development support services. Women entrepreneurs often lack the ability to accumulate savings required for the start-up process, and additionally are often unable to access sufficient working capital and loan credit because of property ownership practices and the associated lack of collateral (the gap between the micro-finance ceiling and the minimum loan requirement of banks). According to Stevenson and St-Onge, however, informants report that micro-financing is readily available and that a high percentage of the clients are women. Their assessment is that women need to be better informed about financial services, the correlation between debt and growth, and how to deal with lending institutions.<sup>15</sup> This study therefore instead focuses primarily on the work already being done to provide business development support services and training programmes to improve technical and business management skills. These are necessary so that women entrepreneurs can better understand the complex tax policies, business registration and compliance procedures for the smallest micro-enterprises (where the majority of women are found).

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<sup>14</sup> ILO, UNIDO and UNDP. 2002. *Roadmap Study of the Informal Sector in Mainland Tanzania*. [http://www.ilo.org/wcmsp5/groups/public/@ed\\_emp/@emp\\_policy/@invest/documents/publication/wcms\\_asist\\_8365.pdf](http://www.ilo.org/wcmsp5/groups/public/@ed_emp/@emp_policy/@invest/documents/publication/wcms_asist_8365.pdf).

<sup>15</sup> Stevenson, L. and St-Onge, A. 2005. *Support for Growth-oriented Women Entrepreneurs in Tanzania*. <https://www.afdb.org/fileadmin/uploads/afdb/Documents/Policy-Documents/GOWE%20Tanzania.pdf>.

### III. Analysis

There is an abundance of organisations, both local and international, attempting to catalyse entrepreneurship and enterprise development in East Africa. Together these organisations represent a growing enterprise support ecosystem. This section provides an overview of the current ecosystem by segmenting organisations by location and sector focus.

#### i. Organisations by Location

The following table segments the organisations by location. Of the 97 organisations surveyed: 36 had active programmes in Tanzania, 47 had active programmes in Kenya, 35 had active programmes in Uganda, 19 had active programmes in Rwanda, and 4 had active programmes in Burundi.

	Tanzania	Kenya	Uganda	Rwanda	Burundi
AfriLabs	✓	✓	✓	✓	
Agribusiness Innovation Center	✓				
ANZA	✓				
Apps and Girls	✓				
BUNI Innovation Hub	✓				
Catholic Relief Services	✓				
Dar Teknohama Business Incubator	✓				
Dar Youth Entrepreneurship Summit	✓				
Dare Women's Foundation	✓				
DOT	✓	✓	✓	✓	
Energy 4 Impact	✓	✓	✓		
EQWIP	✓				
Give a Heart to Africa	✓				
Institute of Management and Entrepreneurship Development	✓				
International Youth Foundation	✓	✓	✓		
Junior Achievement	✓	✓	✓		
Kakute	✓				
KASODEFO	✓				
Kijana Jijiri	✓				
LEDsafari	✓	✓	✓	✓	
Mara Foundation	✓	✓	✓		
Mbeya Living Lab	✓				
MEDA	✓	✓	✓		
Pact	✓				
Reach for Change	✓			✓	
RLabs Iringa	✓				
Rural Urban Development Initiative	✓				
SNV	✓	✓	✓	✓	



Solar Sister	✓		✓		
SPRING Accelerator	✓	✓	✓	✓	
Swisscontact	✓	✓	✓	✓	✓
Tanzania Growth Trust	✓				
Tanzania Local Enterprise Development	✓				
TechnoServe	✓	✓	✓	✓	
Trias	✓		✓		
Twende	✓				
88mph		✓			
AkiraChix		✓			
Balloon Ventures		✓	✓		
BOMA Project		✓			
CAP-Youth Empowerment Institute		✓			
The Entrepreneurs Hub		✓			
Equity Group Foundation		✓			
Gearbox		✓			
Global Peace Foundation Kenya		✓			
GrowthAfrica		✓	✓		
Hope for Teenage Mothers		✓			
@iBizAfrica / @iLabAfrica		✓			
iHub		✓			
KCB Foundation		✓			
Kenya Climate Innovation Center		✓			
Kenyatta University Chandaria-BIIC		✓			
Kuza Biashara		✓			
LakeHub		✓			
Lions of Science		✓			
NaiLab		✓			
Ongoza		✓			
SEED		✓	✓		
Sinapis		✓			
SME Resource Centre		✓			
The Somo Project		✓			
Sote Hub		✓			
Spark* Accelerator Program		✓			
Strathmore Enterprise Development Centre		✓			
SwahiliBox		✓			
Swahilipot Hub		✓			
Transformational Business Network		✓			
Village Enterprise		✓	✓		

Villgro Kenya		✓			
WECREATE Kenya		✓			
Young Women Entrepreneurs Kenya		✓			
BeadforLife			✓		
The Business Development Centre			✓	✓	
CEDA International			✓		
Connect 2 Implement Development			✓		
Educate!			✓	✓	
Enterprise Uganda			✓		
FinAfrica			✓		
Grow Movement			✓	✓	
Hive Colab			✓		
InnovateHer Africa			✓		
The Innovation Village			✓		
Mawazo Innovation Hub			✓		
Outbox Hub			✓		
Social Innovation Academy			✓		
Unreasonable East Africa			✓		
VentureLabs East Africa			✓		
Women in Technology Uganda			✓		
African Entrepreneur Collective				✓	
Impact Hub Kigali				✓	
Inkomoko				✓	
kLab				✓	
The Office				✓	
School Entrepreneurship Network				✓	
SPARK				✓	✓
These Numbers Have Faces				✓	✓
Impact Hub Bujumbura					✓

## ii. Organisations by Sector

The following table segments the organisations by sector focus. The work of NGOs in East Africa to support entrepreneurship and enterprise development is based around four key sectors: women entrepreneurship, youth entrepreneurship, technology innovation and agriculture. Of the 97 organisations surveyed: 20 have programmes focused on women entrepreneurship, 32 have programmes focused on youth entrepreneurship, 26 have programmes focused on technology innovation, and 9 have programmes focused on agriculture.

	Women	Youth	Technology	Agriculture
AfriLabs			✓	
Agribusiness Innovation Center				✓

ANZA				
Apps and Girls	✓			
BUNI Innovation Hub		✓	✓	
Catholic Relief Services		✓		✓
Dar Teknohama Business Incubator			✓	
Dar Youth Entrepreneurship Summit		✓		
Dare Women's Foundation	✓			
DOT		✓		
Energy 4 Impact	✓		✓	
EQWIP		✓		
Give a Heart to Africa	✓			
Institute of Management and Entrepreneurship Development				
International Youth Foundation		✓		
Junior Achievement		✓		
Kakute				
KASODEFO	✓			
Kijana Jiajiri		✓		
LEDsafari			✓	
Mara Foundation				
Mbeya Living Lab		✓	✓	
MEDA				✓
Pact	✓			
Reach for Change				
RLabs Iringa		✓		
Rural Urban Development Initiative				✓
SNV		✓		
Solar Sister	✓			
SPRING Accelerator				
Swisscontact	✓	✓		
Tanzania Growth Trust				
Tanzania Local Enterprise Development	✓			
TechnoServe	✓	✓		✓
Trias	✓	✓		✓
Twende		✓	✓	
88mph			✓	
AkiraChix	✓			
Balloon Ventures				
BOMA Project	✓			
CAP-Youth Empowerment Institute		✓		
The Entrepreneurs Hub		✓		
Equity Group Foundation				
Gearbox			✓	

Global Peace Foundation Kenya		✓		
GrowthAfrica				
Hope for Teenage Mothers	✓			
@iBizAfrica / @iLabAfrica			✓	
iHub			✓	
KCB Foundation		✓		✓
Kenya Climate Innovation Center			✓	
Kenyatta University Chandaria-BIIC				
Kuza Biashara				
LakeHub		✓	✓	
Lions of Science		✓		
NaiLab			✓	
Ongoza		✓		
SEED				
Sinapis				
SME Resource Centre				
The Somo Project				
Sote Hub			✓	
Spark* Accelerator Program				
Strathmore Enterprise Development Centre				
SwahiliBox			✓	
Swahilipot Hub		✓	✓	
Transformational Business Network				
Village Enterprise				
Villgro Kenya				
WECREATE Kenya	✓			
Young Women Entrepreneurs Kenya	✓	✓		
BeadforLife	✓			
The Business Development Centre				
CEDA International	✓	✓		
Connect 2 Implement Development		✓		
Educate!		✓		
Enterprise Uganda		✓		
FinAfrica				
Grow Movement				
Hive Colab			✓	
InnovateHer Africa	✓			
The Innovation Village			✓	
Mawazo Innovation Hub			✓	
Outbox Hub			✓	
Social Innovation Academy		✓		
Unreasonable East Africa				
VentureLabs East Africa			✓	✓

Women in Technology Uganda	✓		✓	
African Entrepreneur Collective				
Impact Hub Kigali			✓	
Inkomoko				
kLab			✓	
The Office				
School Entrepreneurship Network		✓		
SPARK		✓		✓
These Numbers Have Faces		✓		
Impact Hub Bujumbura			✓	

#### IV. Conclusion

Supporting entrepreneurs and stimulating the development and expansion of MSMEs is essential to ensuring continued economic growth in East Africa. There is an abundance of organisations working in East Africa to support entrepreneurship and enterprise development. In particular, there are a number of organisations focused on incubation services and entrepreneurship training. These organisations provide business support across all stages of enterprise development: seed (idea stage, pre-cash flow), start-up (product development begins and initial operations established), early-stage (generating revenue, but usually pre-profit), and expansion/growth (generating a sustainable profit and ready to scale). Universities and technical institutes are also numerous, offering a variety of curricula, services and events. The agricultural sector and the technology sector are covered by a number of organisations. There are also ample services for engaging women, youth and young entrepreneurs.

This growing enterprise support ecosystem in East Africa is made up of a large group of actors supporting entrepreneurship, venture creation and small business growth. These actors include both local organisations and well-established international NGOs. Their initiatives are funded by a combination of government support and support from international donors. There are a range of different programmes with different aims and different target groups. These include broad programmes aimed at building entrepreneurship skills within the wider public, programmes that assist in the establishment of enterprises and the commercialisation of technology, programmes that provide business advice for early-stage entrepreneurs, and accelerators aimed at growing more established businesses.

East Africa, however, is a challenging environment. It is a large region in terms of both land mass and population, and there are multiple geographic centres that need to be tackled when building a successful enterprise support ecosystem. Despite the abundance of organisations, therefore, there are gaps. In particular, there is a concentration of efforts around national capitals, where most of these organisations are based, thus leaving an absence of stimuli and services in more rural areas. Furthermore, the different geographic centres compete for limited international attention and funding. Geographic disparities and the concentration of economic activities in large urban areas may result in widening regional disparities and income divergences that could undermine pro-poor growth prospects.

The ecosystem needs some nurturing. It is large and complex, with many fragmented or specialised offerings. With so many activities and organisations, there needs to be more clarity

and transparency as to how all of the organisations fit and work together and what the differences between them are. It is most likely confusing and overwhelming for an entrepreneur or MSME to navigate the system in order to find the right fit. Greater coordination is needed to make the work of NGOs more effective and the ecosystem more accessible for entrepreneurs.

**Appendix: 1**  
**NGOs in East Africa**

**1. Tanzania**

AfriLabs
AfriLabs is a network organisation of 81 innovation centres across 27 African countries. AfriLabs was founded in 2011 to build a community around rapidly emerging tech hubs – innovation spaces that serve as meeting points and communities for developers, entrepreneurs and investors. Their aim is to encourage technology, innovation and entrepreneurship through knowledge sharing and collaboration, technical support, capacity building, mentoring, financing and networking. Their East African hubs operate in Tanzania (Buni, dLab, STICLab, Twende), Kenya (AkiraChix, BitHub.Africa, iHub, @iLabAfrica, LakeHub, NaiLab, Sote Hub), Rwanda (kLab, The Office), and Uganda (Hive Colab, Kampala Hub, Mawazo Innovation Hub, Outbox, The Innovation Village).
<a href="http://www.afrilabs.com/">http://www.afrilabs.com/</a>

Agribusiness Innovation Center
The Agribusiness Innovation Center (AIC) of Tanzania is an agro-processing focused service centre, operating under the Private Agricultural Sector Support Trust (PASS). It delivers business development services and mentorship to agro-enterprises that are growth-oriented or have the potential to grow. It specifically focuses on growing value-adding enterprises, giving special attention to women entrepreneurs in Tanzania. The AIC provides entrepreneurs with a set of services that include: business coaching and assistance with navigating regulatory requirements, standards and compliance; market information, marketing and procurement contacts; technology information, technical training and technology access; access to entrepreneur networks; and financial management services. The AIC is located in Morogoro.
<a href="http://www.aic.co.tz/">http://www.aic.co.tz/</a>

ANZA
Anza's accelerator programme offers 8 months of support for entrepreneurs with viable social enterprises that are already operational and interested in growth. They provide business planning, consulting, mentoring, hands-on skills training and networking opportunities, as well as access to credit through a loan fund. The cost to the entrepreneur for participation the accelerator is \$125 per month. Anza has offices in Arusha, Kilimanjaro, Lindi and Mtwara. In addition to the accelerator Anza has worked towards ecosystem building, and the organisation has engaged in research and innovation mapping. They founded the Kili Hub in 2015, a co-working space in Moshi available exclusively to charities, NGOs, non-profits and social impact businesses. It offers office space, conference rooms, networking events and training workshops, hot-desking and accommodation. Anza has links to the African Entrepreneur Collective and supports the SPRING accelerator program.
<a href="http://anza.co.com/">http://anza.co.com/</a> <a href="https://www.kilihub.com/">https://www.kilihub.com/</a>

Apps and Girls
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Apps and Girls aims to develop effective female leaders while building sustainable enterprises and information technology businesses that solve community challenges. The organisation provides free quality coding training (web programming, mobile app development, game development and robotics) and entrepreneurship workshops for young girls via coding clubs in schools, to help them develop their own projects. In addition, the organisation organises holiday events such as boot camps, hackathons and competitions. Apps and Girls also provides mentorship and incubation for emerging young female tech entrepreneurs, as well as connecting students with jobs and internships.

<http://www.appsandgirls.com/>

#### BUNI Innovation Hub

Buni Innovation Hub is a meeting space and technology hub for the local ICT and developer community at the Tanzania Commission for Science and Technology (COSTECH) in Dar es Salaam. Their goal is to foster innovation and technology entrepreneurship through capacity building, mentoring programs and community empowerment. The Hub was founded in 2011 with a focus on discovering, nurturing and mentoring youths with innovative technological solutions to problems facing Tanzania. The Hub provides business-centred skills and knowledge to youths through four core programmes: an 8-10 week university internship programme, a mentoring and pre-incubation programme, a community outreach programme, and a fabrication laboratory.<sup>16</sup>

<http://buni.or.tz/>

#### Catholic Relief Services

Catholic Relief Services (CRS) is an international NGO. In Tanzania, CRS supports projects in sustainable agriculture and rural livelihoods, youth entrepreneurship, integrated nutrition and water, sanitation and hygiene. Their youth entrepreneurship programme focuses on building entrepreneurship and life skills specifically in vulnerable and marginalised rural youth, including young women.

<https://www.crs.org/>

#### Dar Teknohama Business Incubator (DTBi)

DTBi is an independent autonomous entity of COSTECH that supports creative ICT entrepreneurs and promotes the growth of technology-based emerging companies. The not-for-profit incubator aims to serve as a hub for technology start-ups. It provides mentoring and coaching to entrepreneurs and actively identifies and provides for the business development services required to support start-ups. DTBi provides access to training workshops and shared resources and workspace, facilitates access to finance and markets through support guidance, and business management, and researches technical trends and opportunities to enter markets. DTBi earns a small percentage of sales revenues from the start-ups it supports. DTBi is based in Dar es Salaam.

<http://teknohama.or.tz/>

#### Dar Youth Entrepreneurship Summit

<sup>16</sup> TANZICT (the Information Society and ICT Sector Development Project in Tanzania), sponsored by the Government of Finland from 2011-2016, was a catalyst for starting and supporting innovation hubs and living laboratories such as Buni Hub and Kinu. However, many of the living labs that were active during the TANZICT programme, as well as hubs like Kinu, do not appear to be currently functional. In November 2017 it was announced that a second phase of TANZICT funding had been approved.



The Dar Youth Entrepreneurship (DYE) Summit aims to provide youth with skills, tools and support for entrepreneurship. The DYE Summit is organised by a non-profit group of students and young changemakers, and brings young Tanzanians aged 16-22 for a 3-day summit in Dar es Salaam. The 2017 summit comprised collaborative panels and workshops to encourage the development and execution of new ideas that solve current problems within and beyond Tanzania. For 2018, DYE is aiming to run a two-month programme for 70 young Tanzanians to develop actionable business plans. It is supported by DOT Tanzania.

<http://dyesummit.com/>

#### Dare Women's Foundation

Dare Women's Foundation is a grassroots Tanzanian NGO which works directly with local communities to empower women through feminine hygiene care, entrepreneurship, nutrition education and conservation. Their entrepreneurship programme provides micro loans and encourages creativity and innovation. The Dare Women's Foundation currently works in Machame, Kabuku and Arusha.

<http://www.darewomensfoundation.org/>

#### DOT (Digital Opportunity Trust)

DOT supports youth to become innovators and leaders who can create and apply sustainable digital solutions that have positive impact in their communities. Their East African programmes run in Tanzania, Kenya, Uganda and Rwanda. In Tanzania, they support young women and men by providing seed funding, networks and mentors for promising enterprises and innovations. They also work with partners to strengthen the social innovation ecosystem throughout Tanzania, and support technology integration into the education system.

<https://www.dotrust.org/>

#### Energy 4 Impact

Energy 4 Impact is an international non-profit NGO that supports businesses providing energy access to off-grid communities in Africa. They focus on developing technologies, business skills and delivery networks and attracting capital in order to build markets and expand energy access in the form of energy-efficient cookstoves, briquettes, solar lighting and home systems, biogas and mini-grid electrification. They support businesses ranging from local micro-enterprises operating in the rural, informal economy, to larger local or international business and project developers. They run an Energy for Business Development (EBD) programme that provides advisory services and capacity building support for energy sector MSMEs that are developing productive use activities in newly electrified villages, clean cooking and women's economic empowerment in Kenya, Tanzania, Senegal and Uganda. They also run a two-year Women Integration into Renewable Energy (WIRE) value chains programme that aims to support women energy entrepreneurs in rural Kenya and Tanzania by providing them with business and technology training and mentorship, and supporting them to access financing and market opportunities. Their Tanzanian office is located in Mwanza.

<https://www.energy4impact.org/>

#### EQWIP

EQWIP is a network of 18 global youth innovation spaces, a concept powered by Canada World Youth (CWY) and Youth Challenge International (YCI). Each EQWIP HUB provides

a platform for youth – especially women – to build market-relevant skills, and gain access to the mentorship, networks, technology and capital necessary to prepare them for employment or for launching a new enterprise. Young Canadians work in specialised teams to support each HUB. EQWIP HUBs in Tanzania are located in Dar es Salaam, Mwanza and Zanzibar.

<http://eqwiphubs.org/>

#### Give a Heart to Africa

Give a Heart to Africa (GHTA) is a non-profit organisation that empowers women with the skills to improve their situation by providing free vocational training. They operate a women's co-operative and an adult education centre for disadvantaged women in Moshi which runs free classes in English, business and vocational skills. The business course teaches the basics of accounting, sales and marketing, and students produce an assessed business plan and marketing plan. Vocational skills courses include instruction on how to make various arts and crafts, soaps, candles and tie-dye fabrics. The women's co-operative supports small business through the process of business planning, funding of an initial inventory, business set-up and opening, and provides ongoing coaching for the women entrepreneurs.

<http://www.giveahearttoafrica.org/>

#### Institute of Management and Entrepreneurship Development (IMED)

The Institute of Management and Entrepreneurship Development's mission is to develop the managerial and entrepreneurial competencies of individuals and organisation. They do this by running open courses and offering tailored trainings and consulting services to entrepreneurs, businesses, NGOs, development partners and governments. Their headquarters are in Dar es Salaam.

<http://www.imedtz.org/>

#### International Youth Foundation

The International Youth Foundation (IYF) aims to build partnerships, initiatives and curricula that prepare young men and women to succeed as citizens, employees, entrepreneurs and change-makers. They have been operational in Tanzania since 2000. In 2016, they partnered with the MasterCard Foundation to launch a five-year Via: Pathways to Work initiative. This initiative aims to improve economic opportunities for underserved youth in Tanzania and Mozambique by driving sustainable changes in the technical and vocational education and training (TVET) and entrepreneurship systems.

<https://www.iyfnet.org/>

#### Junior Achievement

Junior Achievement aims to promote youth entrepreneurship and teach the skills required to run a viable start-up through workshops and mentoring on entrepreneurship, financial literacy and work readiness. They operate three programmes in Tanzania: Company Program, a 15-week course for high school students in which they organise and operate an actual business enterprise; ITS TYME, an immersion training strategy targeting young, marginalised entrepreneurs that provides life skills, business education, mentoring and access to finance and industry-specific apprenticeships; and Job Shadow, a one-day work experience shadowing scheme.

<http://jatanzania.org/>

#### Kakute

Kakute is a social enterprise based in Arusha which provides Tanzanian and East African enterprises support through value chain development. They undertake pilot projects, conduct market research and test innovations for a range of clients. Kakute offers training and technical assistance, and is able to advise on business registration procedures, permit application procedures, identification of economic opportunities, feasibility studies and developing business plans, management training, operational audits and impact assessments, counselling and advisory services, and fostering links between service providers and enterprises. Kakute also runs a business clinic to support the development of local entrepreneurs and the growth of local businesses. This clinic provides independent and bespoke support via peer working, identifying the specific opportunities and challenges faced by a business and helping to address these effectively.

<http://kakute.org/>

#### KASODEFO

Kawiye Social Development Foundation (KASODEFO) is a community-based organisation and non-profit NGO. They operate a number of initiatives in the Simiyu and Katavi regions, including a project on women economic and legal empowerment which involves training and support in entrepreneurship and microfinancing as well as vocational training in computer and IT skills, sewing, knitting and embroidery.

<http://kasodefo.blogspot.co.uk/>

#### Kijana Jijiri

Kijana Jijiri is a dedicated programme to promote entrepreneurship among young Tanzanians and provide them with the practical support they need to get started and grow a business. They target young adults (18 – 30 years old) who have the potential to be entrepreneurs and who have viable business ideas. They offer training in business and entrepreneurship skills, mentoring and coaching, access to finance, and links to business programmes and networks.

<http://www.kijanajijiri.com/>

#### LEDsafari

LEDsafari aims to empower future generations to tackle climate change and move towards sustainable energy technologies. The NGO operates in a number of East African countries including Tanzania, Kenya, Uganda and Rwanda. They run an entrepreneurship programme designed to create local entrepreneurs in power-deficient parts of developing countries with the help of partner organisations. LEDsafari runs training workshops for high school students on building and selling solar lamps, and assists with business creation and development of a supply chain for components and training materials.

<http://ledsafari.com/>

#### Mara Foundation

The Mara Foundation is focused primarily on mentorship and other BDS activities for African entrepreneurs. They offer an online suite of resources and a free online mentoring

platform that connects ambitious entrepreneurs and business leaders globally. They also offer six-month one-to-one mentorship for young entrepreneurs in Kenya, Uganda, Tanzania and Nigeria, and business development training and mentoring targeted at women.

<http://www.mara-foundation.org/>

#### Mbeya Living Lab

Mbeya Living Lab aims to promote youth entrepreneurship. The Living Lab has hosted workshops on mobile app development and coding and renewable energy for young aspiring tech entrepreneurs. It runs a six-month training programme, SELT, focused on social media, entrepreneurship, leadership and talent development, as well as a follow-on six-month programme, Grow Next Level, focused on business skills and creating start-ups. It is unclear if the Mbeya Living Lab is currently active.

<https://mbeyalivinglab.wordpress.com/>

#### MEDA

Mennonite Economic Development Associates (MEDA) is an international economic development organisation whose mission is to create business solutions to poverty. Founded in 1953 by a group of Mennonite business professionals, they partner with the poor to start or grow SMEs in developing regions around the world by providing financial services, improved technology, business training and better access to markets and equity investment. The following projects are active in Tanzania: Strengthening Small Business Value Chains (SSBVC), which works with local partners to provide business development services to SMEs and support market development; BEST Cassava, which aims to enable cassava seed entrepreneur businesses and target smallholder farmers in order to improve agricultural productivity and build an economically sustainable seed system; ENGINE, which aims to increase private sector investment and economic growth in the Southern Agricultural Growth Corridor of Tanzania (SAGCOT) by facilitating the growth of sustainable BDS providers; Invest East Africa, which aims to improve SME capacity for trade within the East African Community; and Masava, a project to address vitamin A deficiency in rural Tanzania by enabling SME sunflower oil processors to fortify unrefined sunflower oil with vitamin A.

<https://www.meda.org/>

#### Pact

Pact is a non-profit international development organisation which works in nearly 40 countries to improve the lives of those challenged by poverty and marginalisation. Pact employ their WORTH model in Tanzania, an award-winning micro-banking programme in which small groups of women save together to make low-interest loans to one another that help them launch or expand small businesses. These groups receive literacy and numeracy training, learn the fundamentals of running a small business, and receive additional training tailored to their needs.

<http://www.pactworld.org/>

#### Reach for Change

Reach for Change supports social entrepreneurs in 18 countries interested in sustainable and scalable ventures that create better lives for children. Selected social entrepreneurs benefit from their accelerator and virtual incubator programmes, receive salary funding and support from their partners in the business sector, and gain access to their global network of experts

and media contacts. The six-month accelerator programme provides financial support and coaching in areas such as business development, leadership and expansion strategy. The 1-5 year incubator programme helps early-stage social entrepreneurs build the capacity required to grow and become sustainable through coaching, training and tools in areas such as strategic planning, impact evaluation and leadership. Reach for Change operates in Tanzania and Rwanda.

<http://tanzania.reachforchange.org/en/>

#### RLabs Iringa

RLabs (Reconstructed Living Lab) Iringa is the Tanzanian branch of a South African NGO. RLabs aims to reconstruct communities through innovation, technology and education. RLabs Iringa supports local entrepreneurs and provides training workshops on computer and internet skills, social media, and entrepreneurship. It also supports youth empowerment through a four-month Grow Leadership Academy aimed at developing skills in social entrepreneurship, computer literacy and social media.

<http://rlabstz.org/> <http://grow.org.za/>

#### Rural Urban Development Initiative

The Rural Urban Development Initiative (RUDI) is a private sector development organisation based in Dar es Salaam. It works to empower MSMEs and farming communities, and its activities are targeted towards building strategic partnerships and strong business associations. RUDI aims to formulate and advocate policy reform measures, improve market linkages through information sharing, facilitate access to credit and expand production through business skills management training.

<http://www.rudi.or.tz/>

#### SNV

SNV is an international NGO that aims to achieve inclusive growth and development with a focus on the energy, agriculture, water, sanitation and hygiene sectors. They have been present in Tanzania for over 40 years. Current projects include implementing USAID's Tanzania Youth Economic Empowerment Activity (YEE), which aims to empower Tanzanian youth between the ages of 15-29 with the skills, knowledge and resources they need to enter into meaningful and sustainable employment or entrepreneurship in agriculture and other rural-based value chains. SNV also implements an Opportunities for Youth Employment (OYE) project funded by the MasterCard Foundation in Mozambique, Rwanda and Tanzania. This initiative targets underprivileged rural out-of-school youth aged between 18-24, aiming to increase youth employment and income by providing skills and capacity development, linking youth to market opportunities for employment and enterprise development, and selecting opportunities in growth sectors that have concrete potential for employment creation. SNV works with youth organisations, vocational training centres, local government and business associations to identify young people who are out-of-school and unemployed. They then coordinate with training providers to screen and select disadvantaged young people to participate in the programmes.

<http://www.snv.org/>

#### Solar Sister

Solar Sister aims to eradicate energy poverty by empowering women with economic opportunity, creating a woman-centred direct sales network to distribute clean energy technologies to remote communities in rural Africa. The NGO operates in Tanzania, Uganda and Nigeria.

<https://www.solarsister.org/>

#### SPRING Accelerator

SPRING is an accelerator working with growth-oriented businesses on innovations that can transform the lives of adolescent girls aged 10-19 living across East Africa and South Asia. It is funded by the UK's DFID, the Nike Foundation, USAID and Australia's DFAT. SPRING enterprises receive nine months of technical expertise, including human-centred design boot camps, investment-readiness support, product marketing and mentorship for business growth. SPRING has supported entrepreneurs in Kenya, Rwanda, Tanzania and Uganda. SPRING has local support in Tanzania, where it partners with ANZA.

<http://www.springaccelerator.org/>

#### Swisscontact

Swisscontact is a business-oriented independent foundation for international development cooperation. It operates in 36 countries and promotes economic, social and environmental development. It has a local presence and ongoing projects in Tanzania. Projects include microfinance skills development, supporting financial services for MSMEs, and promotion of women entrepreneurs. Swisscontact is currently implementing the U-LEARN (Learn, Earn and Save) programme in Uganda and Tanzania, supported by the MasterCard Foundation. This project aims to grow youth micro-businesses into strong SMEs and reduce youth unemployment by providing training and access to financial services.

<http://www.swisscontact.org/en/home.html>

#### Tanzania Growth Trust

The Tanzania Growth Trust (TGT), formerly the Tanzania Gatsby Trust, is a charitable trust that works with partners to equip young entrepreneurs, women-led MSMEs and smallholder farmers with the skills and opportunities to become profitable commercial enterprises. TGT's activities include providing business development services support to growth-oriented MSMEs, promoting SME clubs and associations, running business incubation programmes for women, creating marketing strategies and technology linkages, and financing the improvement of SME workspaces. TGT runs training programmes on successful business operation, financial management and technology support.

<http://tgt.or.tz/>

#### Tanzania Local Enterprise Development (T-LED)

Cuso International and VSO are currently managing and implementing the Tanzania Local Enterprise Development (T-LED) project. This five-year project, funded by the Government of Canada through Global Affairs Canada, assists Tanzanian SMEs in overcoming existing technological and financial barriers to accessing growth markets in the extractive and agriculture sectors, with particular attention paid to the additional challenges faced by female-headed SMEs. T-LED aims to improve knowledge of market opportunities, business practices and technical know-how, and aims to increase women's capacity to develop and grow SMEs. This will be achieved through modern enterprise and innovation training centres

in each region, direct long-term training from advisors and partners. The project also provides entrepreneurs with access to new technologies, an innovation fund and an international network of impact investors. T-LED is being implemented in four regions of Tanzania: Mtwara, Lindi, Mwanza and Iringa.

<http://www.t-led.co.tz/>

#### TechnoServe

TechnoServe is a non-profit organisation operating in 29 countries, where they work with enterprising men and women in the developing world to build competitive farms, businesses and industries. For over 20 years, TechnoServe has been working in Tanzania with farmers, cooperatives, suppliers and processors to strategically develop competitive industries around key crops, including cash crops such as cocoa and coffee and staples such as rice and maize. In addition to agricultural programmes, TechnoServe operates the Strengthening Rural Youth Development through Enterprise (STRYDE) programme in partnership with the MasterCard Foundation. This programme offers skills training, business development and mentoring to young people in East Africa aged 18-30. They also run a Business Women Connect programme focused on mobile savings for women entrepreneurs, which aims to increase business income and economically empower female micro-business owners in Tanzania by introducing them to mobile savings and conducting business training.

<http://www.technoserve.org/>

#### Trias

Trias is an international development organisation headquartered in Brussels that operates in 15 countries. They work in the north-east of Tanzania to improve the family income of the Maasai, with a particular focus on the activities of women and young people. Trias runs enterprise groups for young Tanzanians with viable ideas. The programme provides professional coaching to develop executable business plans, a training week for participants and a business competition to select projects for microcredit. Trias also runs a programme to encourage women entrepreneurship by providing credit for their enterprises.

<https://www.trias.ngo/en/>

#### Twende

Established in 2007, Twende aims to empower entrepreneurs and engineer new technology solutions by offering business support and encouraging innovation. Twende collaborates with Tanzanian students and community members to design, develop and disseminate affordable and life-improving technology solutions to the challenges they and their communities face. They offer workshops for secondary school students, small-holder farmers, women and micro-entrepreneurs. These include a 5-day Creative Capacity Building workshop on the fundamentals of design and developing appropriate technologies, shorter electronics and engineering workshops for secondary schools, one-to-one instruction on more advanced technical skills, and a five-day business introductory course. After a workshop ends, participants are given the opportunity to continue their projects; Twende provides a workspace and funding to finish the first prototype, and continues providing mentorship and personalised technical advice to bring those prototypes to the testing stage. They also work with a select group of entrepreneurs who would like to take their innovations to the next level by bringing them to market, offering them workshop space, networks, knowledge, interns and skills development. Twende also runs the Jamii Technology

Program, an 8-12 week design programme that brings together Tanzanian youths and international design or engineering students. Twende is based in Arusha.

<http://www.twende-tanzania.org/>

## 2. Kenya

### 88mph

88mph started in Nairobi in 2011 and is a seed fund and accelerator. They have invested US\$1.7M in 19 start-ups and run two accelerator programmes to date. They target organisations in the expansion and growth sector with a tech focus. 88mph stopped running their accelerator and investment programmes in 2015, focusing instead on later-stage start-ups in Nairobi, Cape Town and Lagos.

<http://www.88mph.ac/>

### AfriLabs

AfriLabs is a network organisation of 81 innovation centres across 27 African countries. AfriLabs was founded in 2011 to build a community around rapidly emerging tech hubs – innovation spaces that serve as meeting points and communities for developers, entrepreneurs and investors. Their aim is to encourage technology, innovation and entrepreneurship through knowledge sharing and collaboration, technical support, capacity building, mentoring, financing and networking. Their East African hubs operate in Tanzania (Buni, dLab, STICLab, Twende), Kenya (AkiraChix, BitHub.Africa, iHub, @iLabAfrica, LakeHub, NaiLab, Sote Hub), Rwanda (kLab, The Office), and Uganda (Hive Colab, Kampala Hub, Mawazo Innovation Hub, Outbox, The Innovation Village).

<http://www.afrilabs.com/>

### AkiraChix

Founded in 2010, AkiraChix aims to increase the number of skilled women in technology by providing training, mentorship and outreach programmes. They run a number of programmes to reach young women at different levels of school. AkiraChix runs a technical training programme that targets young women from poor social and economic backgrounds in Nairobi. Every year, AkiraChix takes 30 young women from low-income areas through a one-year intensive course on programming, design and entrepreneurship, which includes mentoring and internship placements. They also run high-school outreach sessions encouraging female students to select STEM careers, organise computer clubs with training sessions on programming, graphic design, user experience and robotics, and run one-week intensive boot camps in the school holidays.

<http://akirachix.com/>

### Balloon Ventures

Balloon Ventures is a social enterprise that works with micro-businesses in Kenya, Uganda, Ghana and the Philippines. They train and empower UK volunteers who then spend 10-12 weeks working with local volunteers and entrepreneurs from the informal sector to innovate and build sustainable businesses. Balloon Ventures provides investment, education and support for entrepreneurs.

<https://balloonventures.com/>



### BOMA Project

BOMA implements the two-year Rural Entrepreneur Access Project (REAP), a high-impact poverty graduation programme for ultra-poor women in the arid regions of Kenya that helps them to start small businesses in their rural communities. The programme includes mentoring, business skills training and the provision of seed capital. As well as improving incomes via REAP, BOMA encourages the women to establish savings associations which allow them to better manage cash flow and plan for future expenses.

<http://bomaproject.org/>

### CAP-Youth Empowerment Institute

CAP-Youth Empowerment Institute (YEI) focuses on skills training for youth through a Basic Employability Skills Training (BEST) model. They provide training on life skills, relevant labour market skills, financial management and small business development. They also facilitate access to internship and job opportunities. CAP-YEI currently operates 26 centres across Kenya.

<http://www.capyei.org/>

### DOT (Digital Opportunity Trust)

DOT supports youth to become innovators and leaders who can create and apply sustainable digital solutions that have positive impact in their communities. Their East African programmes run in Tanzania, Kenya, Uganda and Rwanda. In Kenya, they empower young women and men with a youth leadership programme, support innovation in agriculture by providing business development training and linking young entrepreneurs to networks and mentors, and work with partners to provide digital skills training.

<https://www.dotrust.org/>

### Energy 4 Impact

Energy 4 Impact is an international non-profit NGO that supports businesses providing energy access to off-grid communities in Africa. They focus on developing technologies, business skills and delivery networks and attracting capital in order to build markets and expand energy access in the form of energy-efficient cookstoves, briquettes, solar lighting and home systems, biogas and mini-grid electrification. They support businesses ranging from local micro-enterprises operating in the rural, informal economy, to larger local or international business and project developers. They run an Energy for Business Development (EBD) programme that provides advisory services and capacity building support for energy sector MSMEs that are developing productive use activities in newly electrified villages, clean cooking and women's economic empowerment in Kenya, Tanzania, Senegal and Uganda. They also run a two-year Women Integration into Renewable Energy (WIRE) value chains programme that aims to support women energy entrepreneurs in rural Kenya and Tanzania by providing them with business and technology training and mentorship, and supporting them to access financing and market opportunities. They are also running projects to electrify schools and clinics in Kenya, and are testing new to provide energy access in humanitarian interventions. Their Kenyan office is located in Nairobi.

<https://www.energy4impact.org/>

### The Entrepreneurs Hub

The Entrepreneurs Hub (Hub East Africa) is a knowledge centre in Nairobi that supports East African start-ups and SMEs by providing workspace and training sessions. They offer a six-week Ideation programme, as well as a six-month Hubcubation programme covering business strategy, operations, marketing and management.

<https://theentrepreneurshub.com/>

#### Equity Group Foundation

Equity Group Foundation (EGF) is a not-for-profit implementing foundation based in Nairobi that designs and delivers high-impact social development programmes across six strategic pillars: education and leadership development, financial education and inclusion, entrepreneurship, agriculture, health, and energy and environment. EGF helps create jobs, improve market access, and expand agricultural production by working in partnership with farmers to increase their production capabilities, business acumen, and access to technology and financial services. EGF stimulates job creation and economic growth by providing MSMEs with advice, mentorship and entrepreneurship training.

<http://equitygroupfoundation.com/>

#### Gearbox

Gearbox is an initiative that aims at improving the ecosystem for hardware entrepreneurship by providing flexible working space, shared prototyping facilities, training in manufacturing, fabrication and design as well as mentorship, investment opportunities, incubation and community development. Gearbox charges fees for access to workshops and use of their equipment. Gearbox operates out of a factory located in Nairobi's industrial area.

<http://www.gearbox.co.ke/>

#### Global Peace Foundation Kenya

The Global Peace Foundation Kenya is a chapter of the Global Peace Foundation (GPF), an international, non-sectarian, non-partisan organisation that promotes a peace-building. One aspect of this is business incubation for job creation. They run Leadership and Entrepreneurship Hubs (Leap Hubs) in secondary schools to promote innovation and encourage students to launch sustainable business ventures and social enterprises. A teacher leader guides the students through components of entrepreneurship such as idea vetting, team selection, business plan preparation, market research, and prototype development and testing.

<http://www.globalpeacekenya.org/>

#### GrowthAfrica

GrowthAfrica is a business incubation hub in East Africa that helps local and international companies grow their businesses through acceleration, strategic advice, access to investments and business expansion services. It was founded in 2000 with a mission to proactively contribute to the social and economic growth of African economies through strengthening local enterprises.

Based in Nairobi, GrowthAfrica runs six-month accelerator programmes in Kenya, Uganda, Ethiopia and Zambia. GrowthAfrica is also involved with the delivery of the SPRING accelerator programme.

<http://growthafrica.com/>

### Hope for Teenage Mothers

Hope for Teenage Mothers offers vocational training and placements to out-of-school teenage mothers. The programme teaches dress-making, beading tailoring and knitting. They also run six-month skills trainings courses in hair dressing and cookery, with girls who graduate the course receiving assistance in setting up small businesses through micro-finance borrowing. In addition, Hope for Teenage Mothers offers a three-month entrepreneurship training course that covers making a business plan, establishing a business, business administration and financing.

<http://www.hopeforteenagemother.org/>

### @iBizAfrica / @iLabAfrica

@iBizAfrica business incubator carries out the entrepreneurship and incubation theme of @iLabAfrica. @iLabAfrica is a centre of excellence in ICT innovation and development based at Strathmore University. The research centre is involved in interdisciplinary research and student engagement, as well as collaboration with government, industry and other funding agencies. @iBizAfrica seeks to provide a nurturing environment that builds on the potential of the youth to develop ICT solutions and businesses that work for the common good in society, offering a dedicated workspace as well as virtual incubation. They provide mentoring and services to start-up companies such as seed capital, legal advice, relevant business training and physical resources.

<http://www.ibizafrika.co.ke/>, <http://www.ilabafrika.ac.ke/>

### iHub

iHub is a subscription-based community space and incubator for the tech community. They host events and have consultants who can assist members.

<https://ihub.co.ke/>

### International Youth Foundation

The International Youth Foundation (IYF) aims to build partnerships, initiatives and curricula that prepare young men and women to succeed as citizens, employees, entrepreneurs and change-makers. They have been operational in Kenya for nearly a decade. In partnership with Microsoft, IYF developed Build Your Business, an entrepreneurship training course for 16-35 year olds created to introduce young people to the basic ideas, activities and skills needed to successfully launch, lead and grow micro-enterprises. The course is accessible both online and in-person.

<https://www.iyfnet.org/>

### Junior Achievement

Junior Achievement aims to promote youth entrepreneurship and teach the skills required to run a viable start-up through workshops and mentoring on entrepreneurship, financial literacy and work readiness. They operate three programmes in Kenya: Company Program for Secondary, a 15-week course for high school students in which they organise and operate an actual business enterprise; Job Shadow, a one-day work experience shadowing programme; and Company Program for Tertiary, a six-week course for post-secondary school youth that focuses on entrepreneurship and financial literacy and allows students to set up self-funded, financially feasible and viable businesses.

<http://www.jakenya.org/>

#### KCB Foundation

The KCB Foundation is the philanthropic arm of the KCB Bank. One of their strategic pillars (and the main focus of the foundation) is enterprise development, and their objective is to empower and equip unemployed and out-of-school youth to grow micro-enterprises by providing them with technical skills training. The Foundation provides business development services, discounted asset and capital financing for graduates of their 2Jiajiri programme, and market and industry linkages. The Foundation also runs the Mifugo ni Mali programme, which aims to improve businesses in the agriculture, dairy, fisheries and livestock sectors through training, mentorship and the provision of business development grants.

<https://kcbgroup.com/foundation/>

#### Kenya Climate Innovation Center (KCIC)

The Kenya Climate Innovation Center (KCIC) provides holistic, country-driven support to accelerate development, deployment and transfer of locally relevant climate and clean energy technologies. The KCIC provides incubation, capacity building services and financing to Kenyan entrepreneurs and new ventures that are developing innovative solutions in renewable energy, water management and agribusiness to address climate change challenges.

<https://www.kenyacic.org/>

#### Kenyatta University (Chandaria-BIIC)

Kenyatta University is home to Chandaria-BIIC (Business Innovation & Incubation Centre), launched in 2011. They provide incubation and acceleration support to start-ups at all stages. Chandaria-BIIC supports innovators through business development services, seed capital, space, administrative support and professional guidance and mentorship for a period of 12 months.

<http://www.ku.ac.ke/chandaria-biic/>

#### Kuza Biashara

Kuza Biashara is an online platform for entrepreneurs and SMEs to learn, connect and grow. They offer training, education and business support services, and the opportunity for entrepreneurs to connect with other business owners, advisors and potential customers. They offer training through an online portal with videos, articles and tips covering business creation, business administration, financing, strategy, marketing and sales, and using technology.

<http://www.kuzabiashara.co.ke/>

#### LakeHub

LakeHub is a technology innovation hub in Kisumu. It provides an open space for entrepreneurs, technologists, investors and makers. LakeHub runs a coding academy which offers courses in web design, web development and mobile app development. In partnership with Nailab, SOS Children Kenya, 1% Club Netherlands, and SOS Netherlands, LakeHub has rolled out “The Next Economy” programme. This programme is geared towards

supporting young people in creating sustainable, income-generating activities through direct job creation and entrepreneurship activities. LakeHub is part of the AfriLabs network.

<http://lakehub.co.ke/>

#### LEDSafari

LEDSafari aims to empower future generations to tackle climate change and move towards sustainable energy technologies. The NGO operates in a number of East African countries including Tanzania, Kenya, Uganda and Rwanda. They run an entrepreneurship programme designed to create local entrepreneurs in power-deficient parts of developing countries with the help of partner organisations. LEDSafari runs training workshops for high school students on building and selling solar lamps, and assists with business creation and development of a supply chain for components and training materials.

<http://ledsafari.com/>

#### Lions of Science

Lions of Science (LoS) is a Kenyan charitable organisation that aims to promote and reward innovation by college and university students in STEM subjects. They run an annual LoS Awards Challenge for innovative, early-stage projects and research proposals. They offer working space, workshops, seminars, mentorship and networking opportunities at the LoS Hub in Nairobi. They encourage female participation in STEM, entrepreneurship and innovation through women-only workshops.

<http://www.lionsofscience.org/>

#### Mara Foundation

The Mara Foundation is focused primarily on mentorship and other BDS activities for African entrepreneurs. They offer an online suite of resources and a free online mentoring platform that connects ambitious entrepreneurs and business leaders globally. They also offer six-month one-to-one mentorship for young entrepreneurs in Kenya, Uganda, Tanzania and Nigeria, and business development training and mentoring targeted at women.

<http://www.mara-foundation.org/>

#### MEDA

Mennonite Economic Development Associates (MEDA) is an international economic development organisation whose mission is to create business solutions to poverty. Founded in 1953 by a group of Mennonite business professionals, they partner with the poor to start or grow SMEs in developing regions around the world by providing financial services, improved technology, business training and better access to markets and equity investment. The following projects are active in Kenya: Invest East Africa, which aims to improve SME capacity for trade within the East African community; and Equitable Prosperity Through Private Sector Development (EPTSPD), which aims to support economic growth in Kenya by working with entrepreneurs and SMEs in the agriculture, construction and extractives sectors to increase enterprise profitability.

<https://www.meda.org/>

#### NaiLab

NaiLab is a business incubator that offers an entrepreneurship programme focusing on growing innovative technology-driven ideas. They provide business advice, technical training and support, professional mentoring and coaching, as well as assistance accessing markets, fostering strategic partnerships and linking with investors. NaiLab runs a six-month start-up incubation/accelerator programme focused on business and product development that provides training, mentoring and office facilities. In addition, they work with different organisations to develop specialised accelerator programmes. NaiLab also oversees a seed fund.

<http://nailab.co.ke/>

#### Ongoza

Ongoza is an accelerator for early-stage high-growth young entrepreneurs in Kenya. They provide entrepreneurs with one year of customised weekly business coaching, business workshops, market linkages and access to debt financing.

<http://ongoza.org/>

#### SEED

SEED is a global partnership for action on sustainable development and the green economy. It supports innovative small-scale and locally-driven entrepreneurs around the globe which integrate social and environmental benefits into their business model. SEED runs four different programmes for businesses at different stages: SEED Starter, SEED Catalyser, SEED Accelerator and SEED Replicator. These programmes give entrepreneurs access to knowledge, expertise and networks and financial support. Delivery occurs through a combination of workshops and mentoring. SEED is operational in South Africa, Mauritius, Burkina Faso, Ghana, Kenya and Uganda.

<https://www.seed.uno/>

#### Sinapis

Sinapis is a business accelerator programme that provides early-stage entrepreneurs with advanced business training integrated with faith-based principles, intensive mentorship and the opportunity to compete for seed capital. Sinapis offers training at the advanced MBA level in partnership with the Acton School of Business in Austin, Texas. They run a 16-week entrepreneurship training programme that covers customers, financials, human resources, operations and faith-based business. Sinapis offers a follow-up business plan competition for \$10,000 in grant-based capital, as well as an intensive six-month 'Fast Track Fellows Program' that provides customised mentorship, marketing advice and consultant support. Sinapis offers programmes in Nairobi, Mombasa and Kisumu.

<http://sinapis.org/>

#### SME Resource Centre

The SME Resource Centre is a Nairobi-based organisation that provides MSMEs with mentoring, networking opportunities, business coaching and training. They connect MSMEs to financiers, new markets and sources for machinery. The Centre runs technical workshops and entrepreneurship training through the SME Institute of Entrepreneurship Development, and offers an SME Business Club membership model.

<http://smeafrica.net/>

#### SNV

SNV is an international NGO that aims to achieve inclusive growth and development with a focus on the energy, agriculture, water, sanitation and hygiene sectors. They started work in Kenya in 1967. Current projects include implementing a clean cookstove market acceleration project and a market-led dairy programme.

<http://www.snv.org/>

#### The Somo Project

The Somo Project's mission is to identify, train, fund and mentor entrepreneurs looking to drive social change by building enterprises in their own low-income urban communities. They provide training courses and boot camps to improve business plans and business skills, they provide long-term investment and partnership, and they offer access to networking opportunities and business development through mentoring.

<https://www.thesomoproject.org/>

#### Sote Hub

Sote Hub is an open co-working space for young innovators and start-ups. They promote technology skills and innovation through a number of initiatives. They provide ICT training and business skills in schools, and aim to empower more girls and women in technology through weekly coding lessons and monthly motivational talks and lectures from women leaders. Sote Hub also offers a one-year incubator programme, which provides shortlisted start-ups with seed capital, mentorship, networking opportunities and the use of hub space, facilities and resources.

<http://www.sotehub.com/>

#### Spark\* Accelerator Program

The Spark\* Accelerator Program (based out of Australia) has a country programme in Kenya for early-stage businesses. They offer an intensive five-day live-in workshop in Nairobi that focuses on strategy, impact measurement, obtaining funding and idea pitching. Accelerator participants then receive six months of regular business and strategy support as well as access to graphic designers, web developers and lawyers, and have the opportunity to apply for small funding grants.

<http://www.sparkinternational.org/>

#### SPRING Accelerator

SPRING is an accelerator working with growth-oriented businesses on innovations that can transform the lives of adolescent girls aged 10-19 living across East Africa and South Asia. It is funded by the UK's DFID, the Nike Foundation, USAID and Australia's DFAT. SPRING enterprises receive nine months of technical expertise, including human-centred design boot camps, investment-readiness support, product marketing and mentorship for business growth. SPRING has supported entrepreneurs in Kenya, Rwanda, Tanzania and Uganda. SPRING has local support in Kenya, where it partners with GrowthAfrica.

<http://www.springaccelerator.org/>

#### Strathmore Enterprise Development Centre

The Strathmore Enterprise Development Centre (SDEC) is an initiative of Strathmore University. The Centre, located on the University campus, is a private-sector-driven initiative set up to address the needs of SMEs. They offer a 16-week enterprise development course, business counselling, networking opportunities, mentoring and linkages to other professional service providers. In addition, the Centre serves as a knowledge and promotional hub offering resources, conferences, events, seminars and awards. They also conduct academic research and participate in policy formulation.

<http://www.strathmore.edu/sedc/>

#### SwahiliBox

SwahiliBox is a technology community space in Mombasa with a focus on socio-economic technology empowerment and innovation. They offer networking, access to training and support, and professional mentoring and coaching.

<http://www.swahilibox.co.ke/>

#### Swahilipot Hub

Swahilipot Hub is a community space in Mombasa focused on youth empowerment and technology innovation. They provide workspace, opportunities for networking, business consulting and start-up incubation. Swahilipot Hub also offers specific opportunities for entrepreneurs including pitching sessions, start-up training by DOT (Digital Opportunity Trust), a computer networking club and community training sessions.

<https://swahilipohub.co.ke/>

#### Swisscontact

Swisscontact is a business-oriented independent foundation for international development cooperation. It operates in 36 countries and promotes economic, social and environmental development. It has a local presence and ongoing projects in Kenya. Projects include microfinance skills development, supporting financial services for MSMEs and the development of market-oriented trade skills.

<http://www.swisscontact.org/en/home.html>

#### TechnoServe

TechnoServe is a non-profit organisation operating in 29 countries, where they work with enterprising men and women in the developing world to build competitive farms, businesses and industries. TechnoServe has operated in Kenya since 1973. Their current projects focus on livestock, coffee, horticulture, food processing and entrepreneurship development, with an emphasis on engaging youth and women. In addition to agricultural programmes, TechnoServe operates the Strengthening Rural Youth Development through Enterprise (STRYDE) programme in partnership with the MasterCard Foundation. This programme offers skills training, business development and mentoring to young people in East Africa aged 18-30. They also implement the Pan-African Youth Entrepreneur Development (PAYED) programme in Kenya, Nigeria and Côte d'Ivoire. This one-year programme helps small retail shops become more profitable by connecting entrepreneurs with the necessary knowledge, training and tools, and providing tailored advisory support. In addition, Technoserve runs a Smart Duka programme aimed at women-operated or women-owned shops. The project provides one-on-one consulting and group training to improve marketing and merchandising, general business skills, relationships with lenders, suppliers and



customers, and coordination amongst shops. The Smart Duka programme also explored digital solutions for managing inventory and making mobile payments.

<http://www.technoserve.org/>

#### Transformational Business Network

Transformational Business Network is a global network of investors and entrepreneurs. They work with enterprises targeting low-income customers in East Africa through the Scale for Success programme. This six-month accelerator provides professional training, business growth coaching and insight sessions on financing, operations and marketing. Transformational Business Network's East African office is in Nairobi.

<https://www.tbnetwork.org/>

#### Village Enterprise

Village Enterprise equips people living in poverty in rural Africa to start sustainable businesses and savings groups. Their one-year Graduation program provides groups of three entrepreneurs with seed capital, business and financial skills training, and on-going mentoring by a local business mentor. Example businesses include livestock management, farming, small retail stores and restaurants, tailoring and beekeeping. Village Enterprise currently operate in Kenya and Uganda.

<http://villageenterprise.org/>

#### Villgro Kenya

Villgro Kenya is an early-stage social enterprise incubator that supports innovative businesses in the healthcare and life sciences sector. They provide incubation services including mentoring, funding and access to networks of experts and investors

<http://villgrokenya.or.ke/>

#### WECREATE Kenya

WECREATE aims to accelerate women-owned start-ups through a number of initiatives. Their flagship programme is StartUp Academy, a 15-week programme for women entrepreneurs that includes business-building sessions and mentoring. They also run events for entrepreneurs, provide opportunities for women to pitch early-stage businesses for feedback and cash prizes, and organise a business building challenge for women. WECREATE also acts as a co-working space for women-led enterprises.

<http://kenya.wecreatecenter.com/>

#### Young Women Entrepreneurs Kenya

Young Women Entrepreneurs Kenya (YWEK) promotes youth and women empowerment in Nakuru County. Their programmes focus on economic empowerment, leadership and civic education, and health and wellness. Their Sustainable Economic Enterprise Development programme aims to help women and youth develop sustainable income-generating enterprises by offering business development trainings, carrying out market research and offering seed capital.

<http://www.ywek.org/>

### 3. Uganda

AfriLabs
AfriLabs is a network organisation of 81 innovation centres across 27 African countries. AfriLabs was founded in 2011 to build a community around rapidly emerging tech hubs – innovation spaces that serve as meeting points and communities for developers, entrepreneurs and investors. Their aim is to encourage technology, innovation and entrepreneurship through knowledge sharing and collaboration, technical support, capacity building, mentoring, financing and networking. Their East African hubs operate in Tanzania (Buni, dLab, STICLab, Twende), Kenya (AkiraChix, BitHub.Africa, iHub, @iLabAfrica, LakeHub, NaiLab, Sote Hub), Rwanda (kLab, The Office), and Uganda (Hive Colab, Kampala Hub, Mawazo Innovation Hub, Outbox, The Innovation Village).
<a href="http://www.afrilabs.com/">http://www.afrilabs.com/</a>

Balloon Ventures
Balloon Ventures is a social enterprise that works with micro-businesses in Kenya, Uganda, Ghana and the Philippines. They train and empower UK volunteers who then spend 10-12 weeks working with local volunteers and entrepreneurs from the informal sector to innovate and build sustainable businesses. Balloon Ventures provides investment, education and support for entrepreneurs.
<a href="https://balloonventures.com/">https://balloonventures.com/</a>

BeadforLife
BeadforLife provides business training and support to help Ugandan women living in poverty become entrepreneurs. They sell handcrafted paper bead necklaces, jewellery and other fairtrade products to an international marketplace via an online platform. In addition, BeadforLife offers an entrepreneurial business training programme and oversees the Street Business School, a six-month mobile classroom in which women receive entrepreneurial training and mentoring to help them create a successful business.
<a href="https://www.beadforlife.org/">https://www.beadforlife.org/</a>

The Business Development Centre
The Business Development Centre, certified by Regent University, trains and supports entrepreneurs to start and grow businesses. They offer on-site and online coaching, business incubation services, and short business skills courses. Their flagship seminar series, “Developing an Entrepreneur in 10 Weeks”, blends classroom lectures with fieldwork. At the end of the seminar series each student produces a business plan to be evaluated and judged by experts.
<a href="http://bdcuganda.com/">http://bdcuganda.com/</a>

CEDA International
Century Entrepreneurship Development Agency (CEDA) International is a not-for-profit organisation that specialises in education, leadership, mentoring and social entrepreneurship development for women and youth. The organisation works in post-conflict areas of north and western Uganda, urban slum areas and economically-disadvantaged rural communities. They run a number of initiatives. The Rising Stars Mentoring Program is a women’s empowerment initiative aimed at developing leadership, employment, vocational,

entrepreneurship and life skills for girls in secondary school. The Slum Women Economic Empowerment Program (SWEEP) is a mentoring and training programme for marginalised and low-income single mothers in urban slums. CEDA also runs a Business Accelerator Program for low-income single mother entrepreneurs. This initiative aims to stimulate business growth by providing these entrepreneurs with an integrated programme of practical business and leadership training, access to capital and business support services.

<http://ceda-uganda.org/>

#### Connect 2 Implement Development (C2idev)

Connect 2 Implement Development (C2idev) aims to empower young people in Uganda aged 18-30 to launch and grow businesses. Through an established curriculum, on-the-ground training and insights from successful participants, C2idev participants learn business fundamentals to develop their concepts, learn best practices for market launch and execution, and gain assistance with crafting a business plan for future financial investments. The most promising ideas generated through C2idev are funded by the organisation or through local and international investors. C2idev place an emphasis on women empowerment, with 80% of participants recruited being women.

<http://c2idev.org/>

#### DOT (Digital Opportunity Trust)

DOT supports youth to become innovators and leaders who can create and apply sustainable digital solutions that have positive impact in their communities. Their East African programmes run in Tanzania, Kenya, Uganda and Rwanda. In Uganda, they support young men and women to launch businesses and social enterprises by providing networks and mentors, equip young people with the tools, skills and networks to bring innovation to agriculture, and work with women and other marginalised groups to create economic opportunities.

<https://www.dotrust.org/>

#### Educate!

Educate! provides youth with skills training in leadership, entrepreneurship and workforce readiness, along with mentorship, to start businesses at secondary school. Educate! implements its models directly in schools, advises governments on national education policy and curriculum reform, and builds capacity among teachers. Their model is delivered through practically-trained teachers and empowered youth mentors. Educate! is currently running programmes in Uganda and Rwanda.

<http://www.experienceeducate.org/>

#### Energy 4 Impact

Energy 4 Impact is an international non-profit NGO that supports businesses providing energy access to off-grid communities in Africa. They focus on developing technologies, business skills and delivery networks and attracting capital in order to build markets and expand energy access in the form of energy-efficient cookstoves, briquettes, solar lighting and home systems, biogas and mini-grid electrification. They support businesses ranging from local micro-enterprises operating in the rural, informal economy, to larger local or international business and project developers. They run an Energy for Business Development (EBD) programme that provides advisory services and capacity building support for energy

sector MSMEs that are developing productive use activities in newly electrified villages, clean cooking and women's economic empowerment in Kenya, Tanzania, Senegal and Uganda. Their Ugandan office is located in Kampala.

<https://www.energy4impact.org/>

#### Enterprise Uganda

Enterprise Uganda promotes entrepreneurship and supports the development of enterprises through a comprehensive range of business support services. They offer financial literacy courses at both the personal and SME level, a five-day Business Enterprise Start-up Tool (BEST) entrepreneurship training course, and a mentoring and business advisory programme. Enterprise Uganda has been a local host for Global Entrepreneurship Week. They are a member of Youth Business International and ran the Northern Uganda Youth Entrepreneurship Project (funded by DFI) in conjunction with YBI.

<http://enterprise.co.ug/>

#### FinAfrica

FinAfrica is a not-for-profit incubation, training and advisory centre. It works to empower small businesses with entrepreneurship skills by providing a packaged incubation service incorporating office infrastructure, business skills training, and advisory and mentorship services for business development. They offer training seminars on entrepreneurship, business plan writing, finance and marketing. FinAfrica has been designated as Uganda's Cisco Entrepreneur Institute and runs 4-8 week workshops on starting and growing businesses, IT and computer literacy, and the entrepreneurial mindset.

<http://www.finafrica.org/>

#### Grow Movement

Grow Movement matches entrepreneurs in Uganda, Rwanda and Malawi with volunteer business consultants from around the world. They work together for six months over Skype, mobile and email, identifying ways to improve the business, increase profitability and create employment. Grow Movement works with companies in the service, manufacturing and agricultural sectors.

<http://www.growmovement.org/>

#### GrowthAfrica

GrowthAfrica is a business incubation hub in East Africa that helps local and international companies grow their businesses through acceleration, strategic advice, access to investments and business expansion services. It was founded in 2000 with a mission to proactively contribute to the social and economic growth of African economies through strengthening local enterprises. Based in Nairobi, GrowthAfrica runs six-month accelerator programmes in Kenya, Uganda, Ethiopia and Zambia. GrowthAfrica is also involved with the delivery of the SPRING accelerator programme.

<http://growthafrica.com/>

#### Hive Colab

Hive Colab is an innovation hub, collaboration space and incubator for the technology community in Uganda. They offer in-person and virtual incubation. The six-month virtual

incubation programme is aimed at reaching out and supporting growth-oriented rural entrepreneurs. Their incubation programmes focus on technologies for education, finance, health, governance and agriculture.

<https://hivecolab.org/>

#### InnovateHer Africa

InnovateHer Africa is a Ugandan not-for-profit organisation that uses technology to empower girls and women through trainings, internships and community. They offer monthly training sessions, opportunities for internships, programmes for young girls to spark interest and passion for technology, and workshops for professionals to build industry-ready skillsets.

<http://innovateherafrica.org/>

#### The Innovation Village

The Innovation Village helps entrepreneurs launch and grow high-impact ventures. They provide workspace facilities, run a community-based challenge driven accelerator, and offer specific incubator labs for climate, health, agribusiness, financial, media and education technologies.

<http://innovationvillage.co.ug/>

#### International Youth Foundation

The International Youth Foundation (IYF) aims to build partnerships, initiatives and curricula that prepare young men and women to succeed as citizens, employees, entrepreneurs and change-makers. In partnership with Microsoft, IYF developed Build Your Business, an entrepreneurship training course for 16-35 year olds created to introduce young people to the basic ideas, activities and skills needed to successfully launch, lead and grow micro-enterprises. The course is accessible both online and in-person.

<https://www.iyfnet.org/>

#### Junior Achievement

Junior Achievement aims to promote youth entrepreneurship and teach the skills required to run a viable start-up through workshops and mentoring on entrepreneurship, financial literacy and work readiness. They operate five programmes in Uganda: a one-day Innovation Camp for students; a Girls in Leadership camp; Cha-Ching, a six-lesson financial literacy programme for primary school students; Job Shadow, a one-day work experience shadowing scheme; and Company Program, a 15-week course for high school students in which they organise and operate an actual business enterprise.

<http://jauganda.org/>

#### LEDsafari

LEDsafari aims to empower future generations to tackle climate change and move towards sustainable energy technologies. The NGO operates in a number of East African countries including Tanzania, Kenya, Uganda and Rwanda. They run an entrepreneurship programme designed to create local entrepreneurs in power-deficient parts of developing countries with the help of partner organisations. LEDsafari runs training workshops for high school students

on building and selling solar lamps, and assists with business creation and development of a supply chain for components and training materials.

<http://ledsafari.com/>

#### Mara Foundation

The Mara Foundation is focused primarily on mentorship and other BDS activities for African entrepreneurs. They offer an online suite of resources and a free online mentoring platform that connects ambitious entrepreneurs and business leaders globally. They also offer six-month one-to-one mentorship for young entrepreneurs in Kenya, Uganda, Tanzania and Nigeria, and business development training and mentoring targeted at women.

<http://www.mara-foundation.org/>

#### Mawazo Innovation Hub

The Mawazo Innovation Hub was established to support emerging ICT businesses through accelerated technology commercialisation. They offer co-working space, a training facility for skills development, and business incubation.

<http://nftmawazo.com/>

#### MEDA

Mennonite Economic Development Associates (MEDA) is an international economic development organisation whose mission is to create business solutions to poverty. Founded in 1953 by a group of Mennonite business professionals, they partner with the poor to start or grow SMEs in developing regions around the world by providing financial services, improved technology, business training and better access to markets and equity investment. The following projects are active in Uganda: Cassava Seed System, in which MEDA provides technical advisory services to the Ugandan National Crops Resources Research Institute to create a functional seed chain; and MicroLead, which attempts to establish a set of microfinance best practices.

<https://www.meda.org/>

#### Outbox Hub

Outbox helps new and upcoming African entrepreneurs interested in using technology to build high-growth companies by providing co-working space, business incubation, technology lab access and technical training programmes. They assist entrepreneurs with raising funds and accessing markets. They run a number of different initiatives. Outbox EDU offers coding boot camps for individuals with limited experience in software development. These include a 5-week full time Introduction to Programming Course in partnership with Moringa School, Kenya, and a 12-week Web Application Development Course. Outbox also implements UpAccelerate, a one-year initiative in partnership with the UNFPA and funded by UKAID. This programme seeks to support young entrepreneurs aged 18-30 that are tackling challenges in sexual and reproductive health in Uganda by providing them with mentorship, seed funding up to \$10,000, business development training and technical guidance. In addition, Outbox runs MTN App Challenge, a 3-day hackathon, and organises talks and trainings geared towards growing and upskilling the number of women and girls in technology.

<https://outbox.co.ug/>

### SEED

SEED is a global partnership for action on sustainable development and the green economy. It supports innovative small-scale and locally-driven entrepreneurs around the globe which integrate social and environmental benefits into their business model. SEED runs four different programmes for businesses at different stages: SEED Starter, SEED Catalyser, SEED Accelerator and SEED Replicator. These programmes give entrepreneurs access to knowledge, expertise and networks and financial support. Delivery occurs through a combination of workshops and mentoring. SEED is operational in South Africa, Mauritius, Burkina Faso, Ghana, Kenya and Uganda.

<https://www.seed.uno/>

### SNV

SNV is an international NGO that aims to achieve inclusive growth and development with a focus on the energy, agriculture, water, sanitation and hygiene sectors. They have been present in Uganda since 1989. Current projects include the Youth Employment through Skills Enterprise Development (YES) initiative. This initiative provides coaching, training and mentoring to youth in order to develop their vocational and technical skills, as well as start-up support in the form of small grants and youth business competitions. The training programme covers basic concepts of entrepreneurship: how to generate business ideas, developing a business plan, marketing, costing and pricing, record keeping, saving and life skills development.

<http://www.snv.org/>

### Social Innovation Academy (SINA)

The Social Innovation Academy (SINA) educates and empowers former orphans, street children, refugees and other disadvantaged youth in Uganda to become job creators and social entrepreneurs. SINA provides a self-organised, informal and residential learning environment for young people aged 17-27 from marginalised and poor backgrounds.

<http://www.socialinnovationacademy.org/>

### Solar Sister

Solar Sister aims to eradicate energy poverty by empowering women with economic opportunity, creating a woman-centred direct sales network to distribute clean energy technologies to remote communities in rural Africa. The NGO operates in Tanzania, Uganda and Nigeria.

<https://www.solarsister.org/>

### SPRING Accelerator

SPRING is an accelerator working with growth-oriented businesses on innovations that can transform the lives of adolescent girls aged 10-19 living across East Africa and South Asia. It is funded by the UK's DFID, the Nike Foundation, USAID and Australia's DFAT. SPRING enterprises receive nine months of technical expertise, including human-centred design boot camps, investment-readiness support, product marketing and mentorship for business growth. SPRING has supported entrepreneurs in Kenya, Rwanda, Tanzania and Uganda. SPRING has local support in Uganda, where it partners with GrowthAfrica.

<http://www.springaccelerator.org/>

#### Swisscontact

Swisscontact is a business-oriented independent foundation for international development cooperation. It operates in 36 countries and promotes economic, social and environmental development. It has a local presence and ongoing projects in Uganda. Projects include microfinance skills development, supporting financial services for MSMEs, and promotion of business and technical skills improvement for cocoa farmers and honey producers. Swisscontact is currently implementing the U-LEARN (Learn, Earn and Save) programme in Uganda and Tanzania, supported by the MasterCard Foundation. This project aims to grow youth micro-businesses into strong SMEs and reduce youth unemployment by providing training and access to financial services. They also run a Local Skills Development for Youth (LSDY) programme in Uganda. This initiative provides vocational training to unemployed men and women in the Victoria Lake region and continuing education courses for young entrepreneurs.

<http://www.swisscontact.org/en/home.html>

#### TechnoServe

TechnoServe is a non-profit organisation operating in 29 countries, where they work with enterprising men and women in the developing world to build competitive farms, businesses and industries. In addition to agricultural programmes, TechnoServe operates the Strengthening Rural Youth Development through Enterprise (STRYDE) programme in partnership with the MasterCard Foundation. This programme offers skills training, business development and mentoring to young people in East Africa aged 18-30. They also run a Girls' Apprenticeship Program in Uganda. This initiative provides 60 girls with three- to five-month apprenticeships with successful local businesswomen.

<http://www.technoserve.org/>

#### Trias

Trias is an international development organisation headquartered in Brussels that operates in 15 countries. They work in the west of Uganda to bring about the transition from subsistence farming to a market-oriented model, teaching farmers' groups to work with cost-benefit analyses and create business plans based on market research. Trias also works to improve the business skills of disadvantaged entrepreneurs in Kampala through training sessions.

<https://www.trias.ngo/en/>

#### Unreasonable East Africa

Unreasonable East Africa provides support to high-impact entrepreneurs and their businesses across Uganda, Kenya, Tanzania and Rwanda. They offer a 10-month incubator programme which focuses on strategic planning, raising investment, building efficient and effective operations, sales, marketing and team building. The programme offers virtual incubation, mentorship, networking opportunities and funding, and participants attend two boot camps in Kampala, Uganda.

<http://unreasonableeastfrica.org/>

#### VentureLabs East Africa



VentureLabs East Africa is a platform for exploring and creating transformative ventures. They conduct research and development, create innovative business models, and bring together a global and local network of entrepreneurs, developers, research partners and investors to explore, incubate, test and launch innovations. Their incubation process lasts 6-18 months. VentureLabs' focus areas are sustainable agriculture, urban and rural infrastructure, and consumer technology. They also offer a co-working space in Kampala.

<https://venturelabseastafrica.com/>

#### Village Enterprise

Village Enterprise equips people living in poverty in rural Africa to start sustainable businesses and savings groups. Their one-year Graduation program provides groups of three entrepreneurs with seed capital, business and financial skills training, and on-going mentoring by a local business mentor. Example businesses include livestock management, farming, small retail stores and restaurants, tailoring and beekeeping. Village Enterprise currently operate in Kenya and Uganda.

<http://villageenterprise.org/>

#### Women in Technology Uganda

Women in Technology Uganda (WITU) aims at empowering, inspiring and training the next generation of female leaders, businesswomen and technologists by supporting young women in capacity building and skills development for innovation, technology and entrepreneurship. They run coding clubs for girls in schools, run a three-month Career, Leadership and Life Skills Program (CLSP) for young women from underserved communities, and offer a 12-week accelerator programme for early-stage women-owned businesses. WITU opened the first women-focused tech and business hub to support early-stage and growing women SMEs. The WITU HUB offers leadership training, business development, technical advice, consulting, mentoring, network connections, and access to markets and investors. It also hosts computer skills training sessions, networking events, workshops, conferences, business meetings and seminars, meet-ups and brunches for women in technology and business.

<http://witug.org/>

## 4. Rwanda

#### African Entrepreneur Collective

The African Entrepreneur Collective, based in Rwanda, is a network of business accelerators in East Africa that support local entrepreneurs. They have worked primarily in Rwanda and Tanzania. AEC accelerators partner with young entrepreneurs to build their skills, expand their networks, and provide them with mentorship, technical support and access to low-cost finance. These accelerators and incubators are tailored for a range of entrepreneurs: Inkomoko, their business development programme; THINK, a Tigo-backed incubator; and SPRING, an accelerator focused on innovations for girls.

<http://www.africanentrepreneurcollective.org/>

#### AfriLabs

AfriLabs is a network organisation of 81 innovation centres across 27 African countries. AfriLabs was founded in 2011 to build a community around rapidly emerging tech hubs – innovation spaces that serve as meeting points and communities for developers,

entrepreneurs and investors. Their aim is to encourage technology, innovation and entrepreneurship through knowledge sharing and collaboration, technical support, capacity building, mentoring, financing and networking. Their East African hubs operate in Tanzania (Buni, dLab, STICLab, Twende), Kenya (AkiraChix, BitHub.Africa, iHub, @iLabAfrica, LakeHub, NaiLab, Sote Hub), Rwanda (kLab, The Office), and Uganda (Hive Colab, Kampala Hub, Mawazo Innovation Hub, Outbox, The Innovation Village).

<http://www.afrilabs.com/>

#### The Business Development Centre

The Business Development Centre, certified by Regent University, trains and supports entrepreneurs to start and grow businesses. They offer on-site and online coaching, business incubation services, and short business skills courses. Their flagship seminar series, “Developing an Entrepreneur in 10 Weeks”, blends classroom lectures with fieldwork. At the end of the seminar series each student produces a business plan to be evaluated and judged by experts.

<http://bdcrwanda.com/>

#### DOT (Digital Opportunity Trust)

DOT supports youth to become innovators and leaders who can create and apply sustainable digital solutions that have positive impact in their communities. Their East African programmes run in Tanzania, Kenya, Uganda and Rwanda. In Rwanda, they empower young women and men with a youth leadership programme, work to accelerate digital inclusion through a Digital Ambassador Program, and run youth business competitions for seed capital that support young people through the process of business planning and provide financial literacy and digital skills training,

<https://www.dotrust.org/>

#### Educate!

Educate! provides youth with skills training in leadership, entrepreneurship and workforce readiness, along with mentorship, to start businesses at secondary school. Educate! implements its models directly in schools, advises governments on national education policy and curriculum reform, and builds capacity among teachers. Their model is delivered through practically-trained teachers and empowered youth mentors. Educate! is currently running programmes in Uganda and Rwanda.

<http://www.experienceeducate.org/>

#### Grow Movement

Grow Movement matches entrepreneurs in Uganda, Rwanda and Malawi with volunteer business consultants from around the world. They work together for six months over Skype, mobile and email, identifying ways to improve the business, increase profitability and create employment. Grow Movement works with companies in the service, manufacturing and agricultural sectors.

<http://www.growmovement.org/>

#### Impact Hub Kigali

Impact Hubs is a global network of 92 innovation hubs. These hubs act as an innovation lab, business incubator and social enterprise community centre. Impact Hub Kigali runs a Solar Entrepreneurship Program which teaches university students design thinking, business modelling and pitching skills, and allows them to compete for working space, mentorship and seed financing. They also run a three-month Build Accelerator Programme aimed at software development enterprises. The accelerator provides teams with support during the project development phase and business mentoring.

<http://impacthub.rw/>

#### Inkomoko

Inkomoko supports high-potential businesses in Rwanda and empowers entrepreneurs to strengthen their business operations and increase their sales and profitability. Inkomoko's business accelerator provides business training, business assessment, consulting services, mentorship and loan funding. Inkomoko is part of the African Entrepreneur Collective.

<http://www.inkomoko.com/>

#### kLab

kLab provides an open space for IT entrepreneurs to collaborate and innovate in Kigali. Experienced mentors in the kLab community provide technical and business assistance to help turn projects into viable business models. kLab also hosts events, workshops, boot camps, hackathons, and networking sessions to promote collaboration and investment.

<https://klab.rw/>

#### LEDsafari

LEDsafari aims to empower future generations to tackle climate change and move towards sustainable energy technologies. The NGO operates in a number of East African countries including Tanzania, Kenya, Uganda and Rwanda. They run an entrepreneurship programme designed to create local entrepreneurs in power-deficient parts of developing countries with the help of partner organisations. LEDsafari runs training workshops for high school students on building and selling solar lamps, and assists with business creation and development of a supply chain for components and training materials.

<http://ledsafari.com/>

#### The Office

The Office is a co-working space in Kigali. They provide office space for artists, makers, entrepreneurs and social enterprises, and also host networking and training events.

<http://theoffice.rw/>

#### Reach for Change

Reach for Change supports social entrepreneurs in 18 countries interested in sustainable and scalable ventures that create better lives for children. Selected social entrepreneurs benefit from their accelerator and virtual incubator programmes, receive salary funding and support from their partners in the business sector, and gain access to their global network of experts and media contacts. The six-month accelerator programme provides financial support and coaching in areas such as business development, leadership and expansion strategy. The 1-5 year incubator programme helps early-stage social entrepreneurs build the capacity required

to grow and become sustainable through coaching, training and tools in areas such as strategic planning, impact evaluation and leadership. Reach for Change operates in Tanzania and Rwanda.

<http://rwanda.reachforchange.org/en/>

#### School Entrepreneurship Network

School Entrepreneurship Network (SEN) is a Rwanda youth-led and youth-focused not-for-profit organisation working to encourage and support entrepreneurship and innovations by high school youth. They run entrepreneurship clubs in secondary schools, organise entrepreneurship competitions and offer advanced training and support to teachers and students.

<https://senrwanda.weebly.com/>

#### SNV

SNV is an international NGO that aims to achieve inclusive growth and development with a focus on the energy, agriculture, water, sanitation and hygiene sectors. Current projects in Rwanda include their Opportunities for Youth Employment (OYE) project, which is operational in Mozambique, Rwanda and Tanzania and is funded by the MasterCard Foundation. This initiative targets underprivileged rural out-of-school youth aged between 18-24, aiming to increase youth employment and income by providing skills and capacity development, linking youth to market opportunities for employment and enterprise development, and selecting opportunities in growth sectors that have concrete potential for employment creation. SNV works with youth organisations, vocational training centres, local government and business associations to identify young people who are out-of-school and unemployed. They then coordinate with training providers to screen and select disadvantaged young people to participate in the programmes.

<http://www.snv.org/>

#### SPARK

SPARK offers access to higher education and supports youth entrepreneurship development in post-conflict societies across the globe. They enable entrepreneurs to set up businesses by setting up business support centres, running business plan competitions, offering business skills trainings and providing access to finance. They also run a number of programmes supporting the creation of agribusinesses. SPARK's East African projects run in Rwanda and Burundi.

<http://www.spark-online.org/>

#### SPRING Accelerator

SPRING is an accelerator working with growth-oriented businesses on innovations that can transform the lives of adolescent girls aged 10-19 living across East Africa and South Asia. It is funded by the UK's DFID, the Nike Foundation, USAID and Australia's DFAT. SPRING enterprises receive nine months of technical expertise, including human-centred design boot camps, investment-readiness support, product marketing and mentorship for business growth. SPRING has supported entrepreneurs in Kenya, Rwanda, Tanzania and Uganda. SPRING has local support in Rwanda, where it partners with the African Entrepreneur Collective and Inkomoko.

<http://www.springaccelerator.org/>

### Swisscontact

Swisscontact is a business-oriented independent foundation for international development cooperation. It operates in 36 countries and promotes economic, social and environmental development. It has a local presence and ongoing projects in Rwanda. Projects include microfinance skills development and supporting financial services for MSMEs. Swisscontact are also promoting market-oriented skills training and employment creation in the Great Lakes region through their PROMOST programme, an initiative in Burundi, DR Congo and Rwanda that provides technical and vocational education and training.

<http://www.swisscontact.org/en/home.html>

### TechnoServe

TechnoServe is a non-profit organisation operating in 29 countries, where they work with enterprising men and women in the developing world to build competitive farms, businesses and industries. In addition to agricultural programmes, TechnoServe operates the Strengthening Rural Youth Development through Enterprise (STRYDE) programme in partnership with the MasterCard Foundation. This programme offers skills training, business development and mentoring to young people in East Africa aged 18-30. TechnoServe also runs a Coffee Initiative, working with local farmers in East Africa to improve agronomy and business practices, establish new cooperatives and strengthen old ones, and help cooperatives create business plans and access financing for wet mills.

<http://www.technoserve.org/>

### These Numbers Have Faces

These Numbers Have Faces promotes education and entrepreneurship by investing in university students and young entrepreneurs. They run five initiatives: a University Leadership Program that provides loans and monthly training sessions in leadership, entrepreneurship, financial literacy and professional development; the Accelerate Academy, a one-year fellowship offering training, mentoring and capital investment for young entrepreneurs; American Internships for African Students; a Women's Empowerment Program; and a refugee initiative. These Numbers Have Faces operates in Rwanda, D.R. Congo and Burundi.

<http://thesenumbers.org/>

## 5. Burundi

### Impact Hub Bujumbura

Impact Hubs is a global network of 92 innovation hubs. These hubs act as an innovation lab, business incubator and social enterprise community centre.

<https://bujumbura.impacthub.net/>

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<http://thesenumbers.org/>

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## **Cambridge Development Initiative**

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