

2025 Impact Report

BenueTech Foundation

Executive Summary

2025 marked a defining chapter in BenueTech's journey. Through intentional community building, knowledge sharing, startup support, and ecosystem partnerships, BenueTech delivered consistent, measurable impact across Benue State and extended its reach beyond Nigeria.

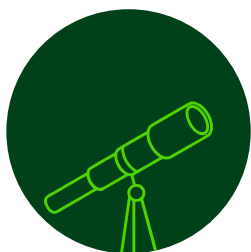
Over the year, BenueTech evolved from a growing tech community into a formally registered nonprofit foundation, strengthened its program portfolio, supported emerging startups with national and international recognition, and expanded to over **540 members across seven countries.**

This report documents the programs, milestones, partnerships, and outcomes that shaped BenueTech's impact in 2025.



Mission

To build a thriving and globally recognized tech ecosystem in Benue State by empowering tech professionals, supporting startups, and attracting investment through innovation, mentorship, strategic partnerships, and capacity building.



Vision

To position Benue State as the number one global destination for tech talent sourcing and startup investment, while building a world-class innovation ecosystem rooted in collaboration, excellence, and inclusion.

Founder's Note

"I founded BenueTech in 2023 after witnessing the growing challenges facing young people in Benue State. As the Food Basket of the Nation, farming communities were increasingly unsafe due to insecurity, while formal employment opportunities were scarce, leaving many talented and ambitious youths without viable pathways to earn a living or build a future. Yet, I strongly believed that talent was not the problem, access was.

Technology stood out to me as a powerful equalizer. It does not discriminate by location, background, or circumstance; it rewards skill, collaboration, and consistency. BenueTech began as a small WhatsApp community, grew into the first tech focused NGO in the state - Benue Tech Foundation, and has quickly grown into a structured ecosystem focused on skill development, career growth, mentorship, startup building, and collaboration.

Today, BenueTech connects young people in Benue State to global opportunities, mentors, and communities, proving that with the right support, geography does not have to determine destiny. What started as a response to the crisis has become a movement for empowerment, inclusion, and sustainable growth."



Tersoo Hulugh

Founder & President, BenueTech Foundation

Why Our Work Matters

The Challenge

The Challenge

Youth Unemployment and Career Stagnation Despite Education



Across Benue State and much of Africa, youth unemployment and underemployment remain disproportionately high, even among educated young people.

In Nigeria alone, more than half of young people are unemployed or underemployed, driven largely by a mismatch between formal education and labor-market-relevant skills, particularly in digital, technical, and entrepreneurial fields (Palladium Group USA, 2020).

Many young people complete tertiary education without acquiring practical skills, career guidance, or exposure to real-world work pathways, limiting their ability to transition into sustainable employment or entrepreneurship.

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The Challenge

Limited Access to Digital Skills and Career Acceleration Pathways

02

Africa faces a critical shortage of structured, accessible digital skills training.

Fewer than 15 percent of African youth have access to formal digital education, and less than 5 percent receive advanced training in high-demand areas such as software development, data science, artificial intelligence, and digital product design (Ecofin Agency, 2025).

In Nigeria, approximately half of the population lacks foundational digital skills, significantly constraining career growth and participation in the global digital economy (World Bank, 2025).

Fewer than 15 percent of African youth have access to formal digital education

15 %

The Challenge

Weak Mentorship, Networking, and Startup Support Ecosystems

03

Beyond skills gaps, many aspiring professionals and founders lack access to mentors, professional networks, and collaborative communities that enable career acceleration and startup success.

Limited mentorship and ecosystem support have been identified as major barriers slowing Africa's digital transformation and startup scalability, particularly outside major urban centers (Guardian Nigeria, 2025).

As a result, talented individuals often operate in isolation, without guidance, feedback, or exposure to global best practices.

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The Challenge

Untapped Demographic Opportunity

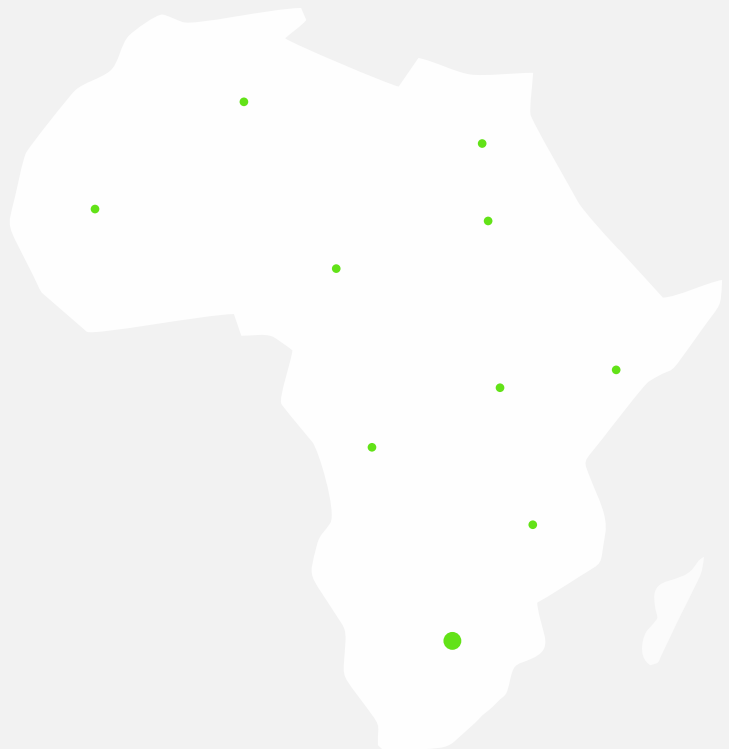


Africa has one of the youngest populations globally, with approximately 60 percent of its population under the age of 25 (Mohac Africa, 2025).

This demographic reality presents an enormous opportunity for economic growth and innovation.

However, without deliberate investment in skills development, career pathways, mentorship, and startup ecosystems, this potential remains largely untapped.

 **Young Talents**
all over **Africa**



Our Response

BenueTech directly addresses these systemic gaps by building an integrated ecosystem focused on skills, careers, startups, mentorship, and collaboration.

We achieve this by:



Driving skill development through accessible, community-based learning opportunities aligned with in-demand technology and innovation roles.



Supporting career growth and acceleration by exposing members to real-world insights, professional guidance, and global career pathways.



Enabling startup building by providing visibility, mentorship, and ecosystem support for early-stage founders and innovators from Benue State.



Delivering structured mentorship that connects local talent with experienced professionals across Africa and the diaspora.



Fostering collaboration through networking and community, creating spaces where knowledge, opportunities, and partnerships are shared consistently.

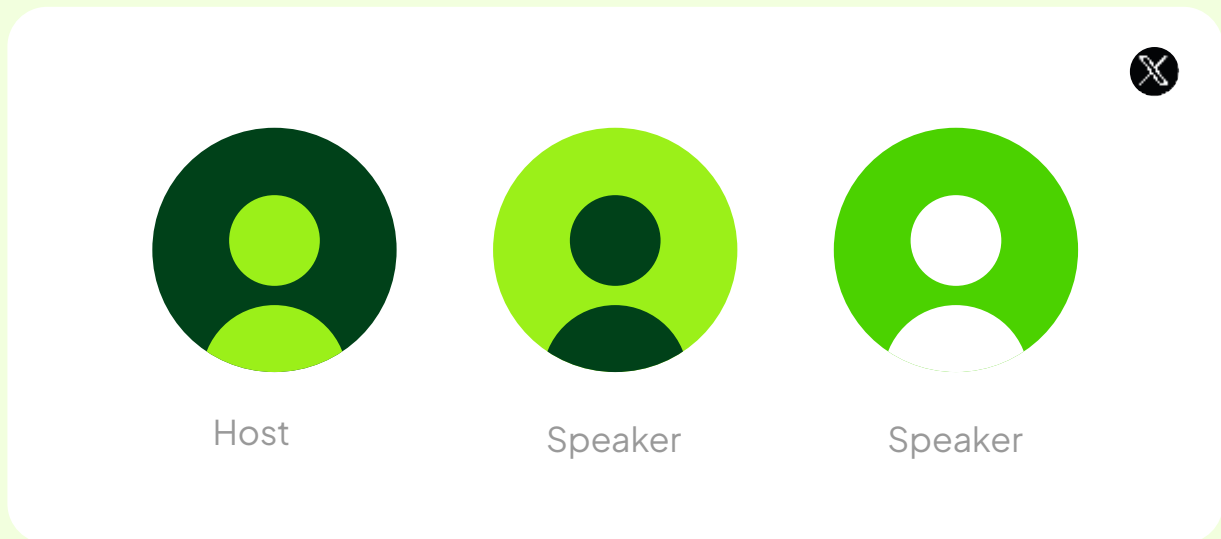
Through this ecosystem-driven approach, BenueTech ensures that talent is not constrained by geography, and that young people are equipped not only to participate in the digital economy, but to lead, innovate, and build sustainable futures.

Knowledge Sharing and Capacity Building

BenueTech delivered high-quality learning opportunities through webinars and public conversations, ensuring accessibility and relevance.

Webinars & Twitter (X) Spaces

Monthly sessions were hosted via Zoom, Google Meet, and Twitter Spaces, covering in-demand and emerging technology topics.



Key 2025 Sessions Included:

February Webinar: Most In-Demand
Tech Roles

Speakers: Sesugh Hulugh,
Verem Dugeri

March Webinar: Getting Started in
Software Engineering

Speakers: Terseer Jonathan
Agbe

May X Space: Artificial Intelligence:
A Blessing or a Curse?

Speakers: Okpa Gold,
Jiraji Kelvin

August X Space: Blockchain Opportunities
in Benue State

Speakers: Jesse Ojihi,
Emeka Obi

All sessions were hosted by **Tersoo Hulugh**, ensuring consistent delivery standards and thematic alignment.

Community Engagement: BenueTech Unwind Series

To complement technical learning, BenueTech introduced the Unwind Series, creating safe, relaxed spaces for honest conversations, reflection, community bonding and Q&A sessions on anything tech.

Unwind Sessions in 2025:

April

Guest Speakers: **Kelvin Tuelin, Solomon Yateghtegh**

June

Guest Speakers: **Ternenge Ikpahindi, Shadrack Akpem**

September

Guest Speakers: **Tersoo Abatyough, Tersoo Hulugh**

The Unwind Series was hosted by **Agwu Oheobe**, Communications Lead, and played a key role in strengthening trust and interpersonal connections within the community.



Startup Development & Ecosystem Growth

BenueTech Startup Launchpad

On March 10, 2025, BenueTech launched the Startup Launchpad, a platform dedicated to spotlighting and supporting startups founded by innovators from Benue State.

Startups Featured in 2025:



VetKonnnect

Digital animal health platform improving access to animal care across Africa



Cityhackz

Nigeria's first indigenous virtual market bringing physical markets online



Yawa (MVP)

Community-driven early warning and emergency reporting platform



ReadyLawyer (MVP)

Legal access platform focused on justice and inclusivity

Startup Achievements

BenueTech-supported startups recorded significant milestones:



ReadyLawyer won the ETH Enugu BGA Track Hackathon



VetKonnnect emerged **Runner-up at the World Food Prize Foundation Innovate for Impact Challenge** in Iowa, USA



Solomon Yateghtegh, Founder of SkyHub Nigeria, completed **the Mandela Washington Fellowship** in Iowa, USA



Leveraging its success in e-commerce, **Cityhackz** partnered with **CEFTER** (A world bank center of excellence) to develop **CEFmart**, a pioneering Agro-Commerce platform addressing research, market access, and post-harvest loss reduction.

In November, **BenueTech** sponsored **ReadyLawyer** and **Cityhackz** to participate in the **BDIC Startup Activation Masterclass**, strengthening their growth trajectories.



Partnerships & State-Level Engagement

BenueTech actively collaborated with ecosystem partners to advance digital literacy and innovation across Benue State.

Sponsored & Supported Initiatives



Figma **Config Hangout 2025**, Makurdi, Nigeria



Sui Build Beyond 2025



Your Skill Can Pay Your Bills campaign by Skill Money (Agatu, Nigeria)



BenueTech also participated in the **Benue Digital Infrastructure Company (BDIC) Stakeholders' Roundtable**, contributing to policy-aligned discussions on building a digitally driven Benue State.

Organizational Milestones

2025 marked several institutional milestones:

July: Launch of the official BenueTech website (<https://benuetech.org/>)

July: Selection of Solomon Yateghtegh for the Mandela Washington Fellowship

September: Community expansion to 540 members across 7 countries

September 19: Registration of Benue Tech Foundation as the first tech NGO in Benue State

September 30: Celebration of BenueTech's 2nd Anniversary



Mentorship & Talent Development



Program Overview

- ↗ 51 mentees
- ↗ 25 mentors
- ↗ Focus areas included software development, product design, data science, and machine learning

Program Leadership

- ↗ Programs Lead: **Chinedu Ukpe**
- ↗ Program Coordinator: **Adeke Samuel**

Friday Night Quiz

To sustain engagement and foster learning, BenueTech introduced the Friday Night Quiz, a weekly digital knowledge challenge with cash rewards, blending learning with fun and incentives. This program had 30 beneficiaries as winners of the quiz.

Voices from the Community

“Through the BenueTech Mentorship Program, I was paired with a mentor I would never have had access to otherwise. The guidance I received reshaped my career goals and gave me confidence to pursue opportunities beyond my immediate environment.”

>> **Mentorship Program Mentee**

Participating in BenueTech’s webinars and Twitter Spaces helped me understand where the tech industry is heading and what skills actually matter. It moved me from confusion to clarity.

>> **Community Member**

As a mentor in the BenueTech Mentorship Program, I saw firsthand how much untapped talent exists in Benue State. BenueTech is not creating talent; it is creating access

>> **Mentor, BenueTech Mentorship Program**

The Unwind Series gave me something I didn’t realize I needed, a safe space to talk honestly about career pressure, burnout, and growth. It reminded me that I’m not alone on this journey.

>> **Unwind Series Participant**

“Being featured on the BenueTech Startup Launchpad gave our startup visibility and credibility. It opened doors to conversations and opportunities we had struggled to access before.”

>> Samuel Adeke, Founder, Cityhackz

BenueTech’s massive voting power and support contributed to VetKonnnect’s growth and global visibility. The BenueTech president Mr Tersoo Hulugh called me while I was in the US before my final pitch and his words of encouragement demonstrated how much he believed in our vision, and that support mattered when I stepped on that stage for my presentation.

>> Terese Shadrach Akpem, Founder, VetKonnnect

“The Friday Night Quiz made learning fun and competitive. It pushed me to stay informed about technology trends while staying actively engaged with the community. It is really knowledgeable, I tend to learn from every question even though I don't win.”

>> Precious Ogwara, Community Member

Through BenueTech, I connected with professionals across Nigeria and the diaspora. The Twitter Spaces showed me that global opportunities are real and attainable with the right preparation.”

>> Raphael Tarbo, Community Member

The consistency of BenueTech, from Monday Motivation to webinars and mentorship, kept me focused during a period when I was unsure about my career direction.

>> Community Member

“BenueTech is building more than programs; it is building belief. The community helped me see that my background does not limit my potential in tech.”

>> Mentorship Program Mentee

Recognition & Support



Maxify Global was recognized as **BenueTech’s Principal Partner** of the Year, providing strategic support and sponsorship toward community growth and sustainability.



In recognition of his outstanding contribution to human capital development and digital literacy in Benue State and beyond, our President, Tersoo Hulugh, was awarded The Ideal Youth Icon of the Year 2025, by Treasure House Book Club, a youth centered non-governmental organisation.

Challenges Faced & Lessons Learned

Challenges

Limited funding constrained program scale and reach

High demand outpaced available mentorship capacity

Time zone coordination across countries required adaptive planning

Key Lessons

Community-led ecosystems drive strong retention and trust

Structured mentorship delivers measurable transformation

Global diaspora engagement significantly enhances local impact

Sustainable funding is essential for scale and long-term outcomes

Conclusion

2025 affirmed BenueTech's role as a catalyst for digital empowerment, innovation, and community-driven development in Benue State and beyond.

This year demonstrated that with consistency, collaboration, and purpose, local communities can produce globally competitive talent and solutions.



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BenueTech