TECH4DEV

Using technology to advance sustainable human capital development in Africa

Contents

Executive Director's Note
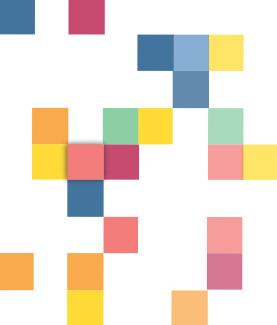
With the advent of technological evolution, the world is changing rapidly, from how we communicate to how we conduct business to how we work. Daily lives and communication have been subsumed by social media, where interactions with people across the globe take place in the new world of social; a world of interconnectivity and speedy communications. The ease of conducting and operating a business has drastically improved. Businesses can sell their products and services to individuals and other businesses halfway across the world through e-commerce and service exchange platforms. Technology has helped advance manufacturing processes to produce excellent quality products through a high degree of automation and artificially intelligent machines.

Technology has helped advance manufacturing processes to produce excellent quality products through a high degree of automation and artificially intelligent machines

This level of automation affects all industries and transforms the value chain of businesses from production to logistics until the final customer consumes the product/service. This has sprung forth a new age for industries across the globe: the 4th industrial Revolution. This age is characterized by Artificial Intelligence, robotics, big data, machine learning, highly automated jobs and businesses with skill sets such as critical thinking, complex problem-solving, creativity, and STEM-oriented skills ushering us into an era unlike any we have ever seen. As businesses are getting prepared for the future of work, the types of jobs and skillset needed to operate these businesses and organizations are changing rapidly.

According to the International Finance Corporation, 230 million jobs in Sub-Saharan Africa will require digital skills by 2030. The main question is, how many people in Africa are prepared to unlock the potential and opportunities these skillsets will bring? How does this affect the ability to access decent work for the future? At this point, it is critical to evaluate our education system on the continent and how learning needs to shift from skills that education offers to skills that will advance economies across Africa (digital skills). The average poverty rate in Africa is 41%, and digital skills can lift the continent out of poverty by providing access to global work opportunities that provide financial independence and overall economic empowerment.

Nigerian Women Techsters (NWT) program was aimed at bridging the digital divide between men and women in the technology space

At Tech4Dev, we are closely working with our remarkable partners across Africa to provide digital skills empowerment to men and women all over the continent. Our Nigerian Women Techsters (NWT) program was aimed at bridging the digital divide between men and women in the technology space by empowering 2475 Nigerian girls and women across 12 states in Nigeria between ages 16-40 with coding skills and providing them career advisory opportunities and business mentorship in the technology industry.

Based on the results of NWT, we are scaling the initiative to a more audacious goal of empowering 5 million African women by 2030 through the Women Techsters initiative. We will provide similar coding training opportunities, career guidance, and group mentorship through activities like the Women Techsters Fellowship, Bootcamp and Masterclasses and Open Days.

Our Basic Digital Education Initiative was born out of the need to tackle a lack of access to basic digital skills. We operate a catch-them-young approach here. We are training children between the ages of 8-18 in the fundamental use of digital devices and online applications while merging this with teaching on critical thinking and problem-solving. We believe that if we could teach children basic digital skills, we prepare them for intermediate and advanced digital skillsets needed in the future workplace.

Across all the basic, intermediate and advanced digital skills projects that we have implemented with partners like Microsoft, GIZ, American Tower Corporation, Foreign Commonwealth and Development office, and various Nigerian State Governments, our vision has remained constant.
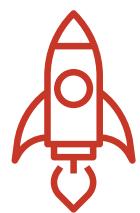
Our drive is to continue to create access to opportunities for Africans to acquire the skillsets needed to attain financial independence.

Tech4Dev is calling on volunteers and partners to join us on this journey towards equipping Africans for the future of work by providing them with skill sets and opportunities that give them access to decent work and financial independence, with the hope of reducing poverty across the continent

Oladunwra Oladepo

Co-founder, and Executive Director,
Tech4Dev

Our Mission

To create opportunities for Africans to access decent work and entrepreneurship through digital skills empowerment and advocacy.

Our Vision

To equip Africa with digital skills that foster financial freedom, economic growth and sustainable development.

Our Story

Technology for Social Change and Development Initiative (Tech4Dev) is a non-profit social enterprise established in 2016, that creates access to decent work and entrepreneurship opportunities for Africans through digital skills empowerment and advocacy. Our vision is to equip Africans with digital and life skills that foster economic prosperity, financial freedom, and sustainable development.

At Tech4Dev, we believe in the efficacy of digital literacy as a tool for youth empowerment and development. As an organization, we use digital skills to create opportunities for vulnerable groups of people in society (women, children, PWDs etc.) to gain skills to give them access to better lives. At the basic level, the Basic Digital Literacy for Northern Nigeria in partnership with the Foreign, Commonwealth and Development Office (FCDO), we empowered 1000 beneficiaries in underserved communities across 10 Northern states in Nigeria with basic digital skills for pandemic resilience. We are implementing the second phase of the project across 10 Southern States in Nigeria.

We are also presently partnering with the American Tower Corporation (ATC) to implement their Digital Villages project to train people in 44 underserved communities across Nigeria in basic digital skills.

To bridge the gender divide between men and women in STEM, our Women Techsters Initiative aims to empower women across Africa with varying degrees of digital, deep tech and soft skills required in the technology ecosystem.

We have cultivated partnerships with Microsoft, UKAID, Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH (GIZ), and Microsoft, being our longest standing strategic partner on various projects including Code4Impact, BDEI, Nakise, Coding for Employment and the Women Techsters initiative. We have built a network of over 25 job/internship placement partner companies, where beneficiaries of our programs gain experiential learning experience.

Over the last five years, we have reached 13,609 people directly through our programs, with beneficiaries from 25 states in Nigeria and presently implementing the Women Techsters initiative in 5 African Countries; Nigeria, Egypt, Ghana, Kenya and South Africa.

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Through our programs and the unwavering support of our partners, we provide digital skills empowerment to men and women across the continent and advocate for the importance of having digital skills in the wake of the COVID-19 pandemic.

Areas Where We Work

Digital Skills Empowerment

Digital Skills Advocacy

Digital Job Matching

Why We Care

We are encouraged to empower more people in our society because of the number of lives impacted by our initiatives and the opportunities for the financial and economic freedom we create for Africans. Technology will become a driving force within many formal and informal organizations over the next decade; several industries will experience disruptions in skills for the workplace. These disruptions will also lead to new jobs and as new jobs are created; employees will need to develop new skills to stay relevant.

60% of Africa's youth population is unemployed. 43% of people in Africa have access to the internet. 230M jobs in Africa will require digital skills by 2030. These statistics indicate that Technology will become a driving force within many formal and informal organizations over the next decade; several industries will experience disruptions in skills for the workplace.

These disruptions will also lead to new jobs, and as new jobs are created, employees will need to develop new skills to stay relevant. These facts and figures encourage us to empower more people in our society with digital skills continuously.

Our programs have impacted many young Africans with the knowledge needed to attain financial and economic freedom. Technology will become a driving force within many formal and informal organizations over the next decade; several industries will experience disruptions in skills for the workplace. These disruptions will also lead to new jobs, and as new jobs are created, employees will need to develop new skills to stay relevant.

Our Impact

13,609
Direct beneficiaries of Tech4Dev's programs

35%
of beneficiaries placed in paid Internships / Job

20%
of beneficiaries opted for tech Advanced STEM Study

3%
of beneficiaries started tech enabled Business/Startup

4,086,119
Total Engagement Across Digital Channels

3,872,311
Facebook

32,345
Instagram

177,962
LinkedIn
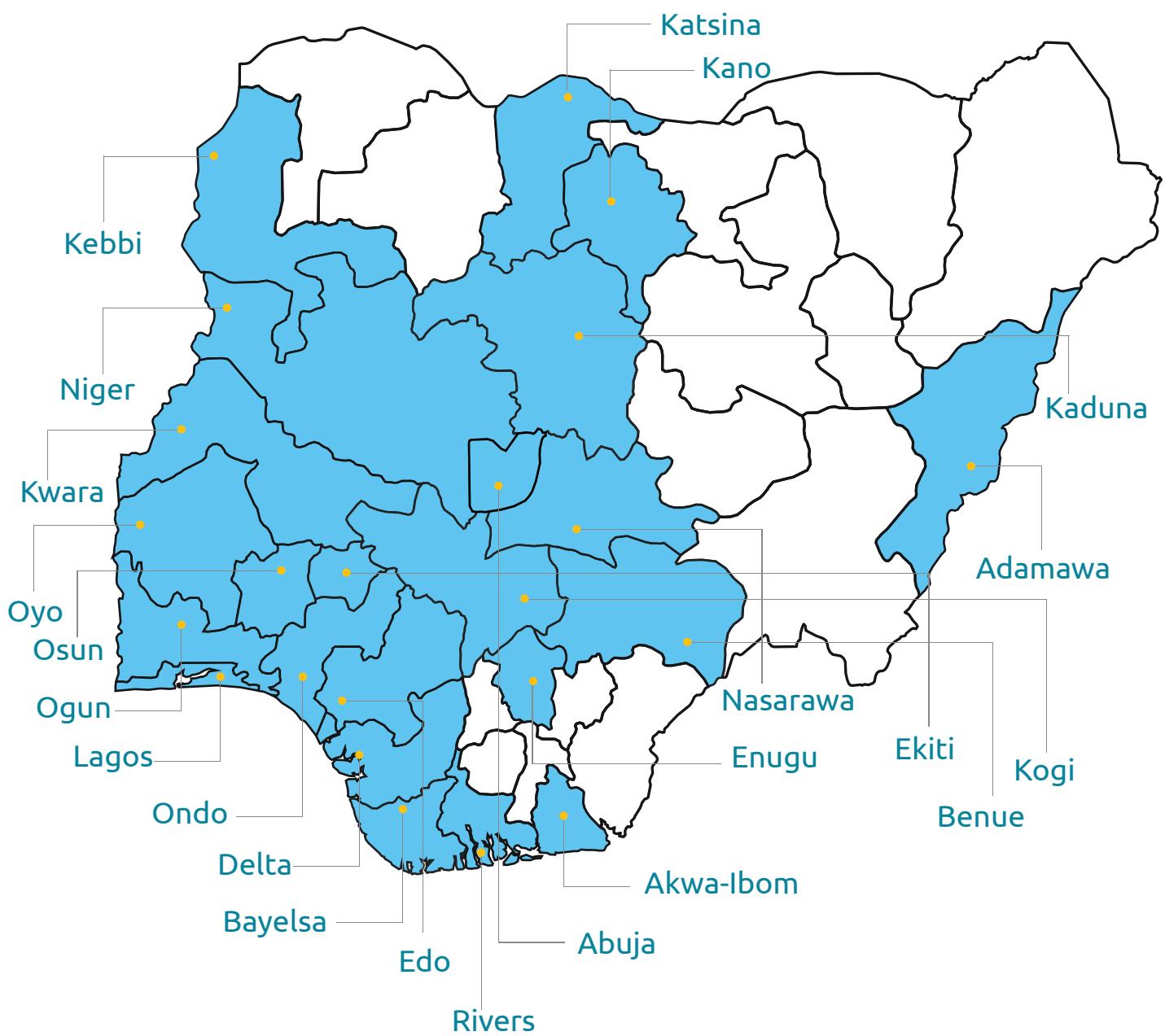
3,501
YouTube
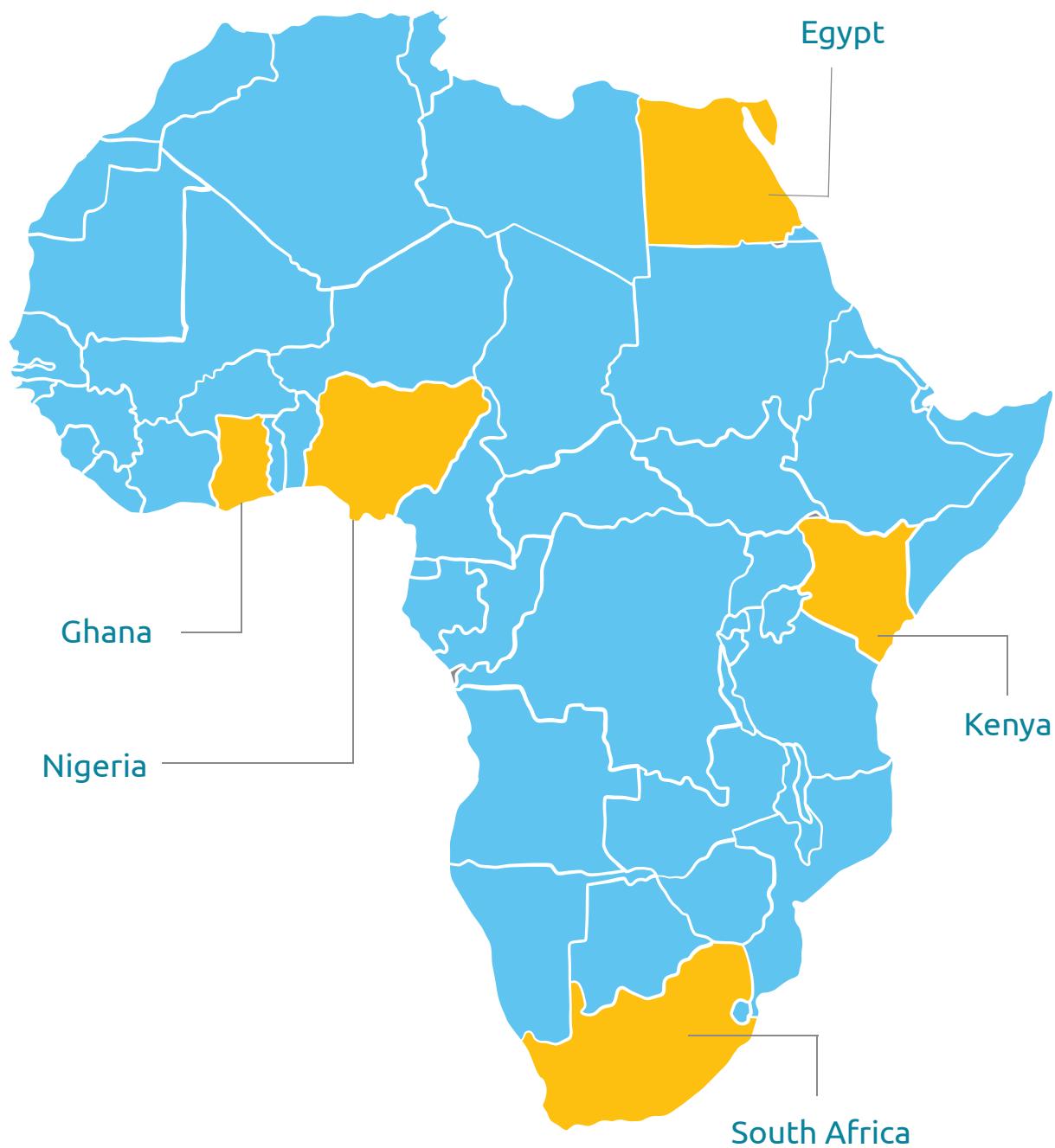
10M+
Indirect beneficiaries across five African countries

Egypt

Ghana

Nigeria

Kenya

South Africa

Our Reach Across Nigeria

Katsina

Kano

Kebbi

Niger

Kwara

Oyo

Osun

Ogun

Lagos

Ondo

Delta

Bayelsa

Edo

Rivers

Abuja

Akwa-Ibom

Enugu

Nasarawa

Ekiti

Benue

Kogi

Adamawa

Kaduna

Our Reach Across Africa

Egypt

Ghana

Nigeria

Kenya

South Africa

Technology as a Tool for Sustainable Human Capital Development

Micheal John
Senior Programs Manager
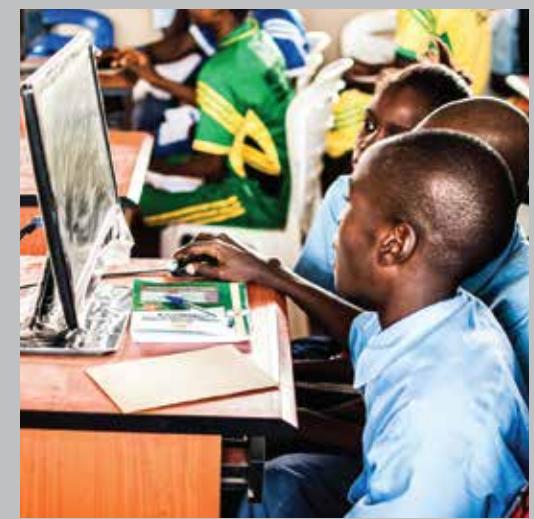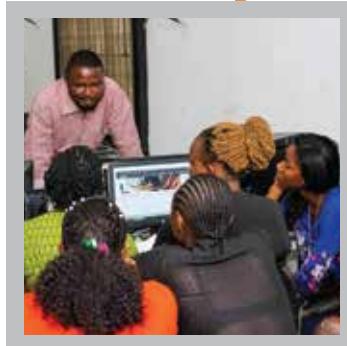
Programs designed/executed by Tech4Dev put a high priority on impact and sustainability. This is because, as an organization focused on empowering and preparing Africans for the future of work, it inevitably puts us in a race against time.
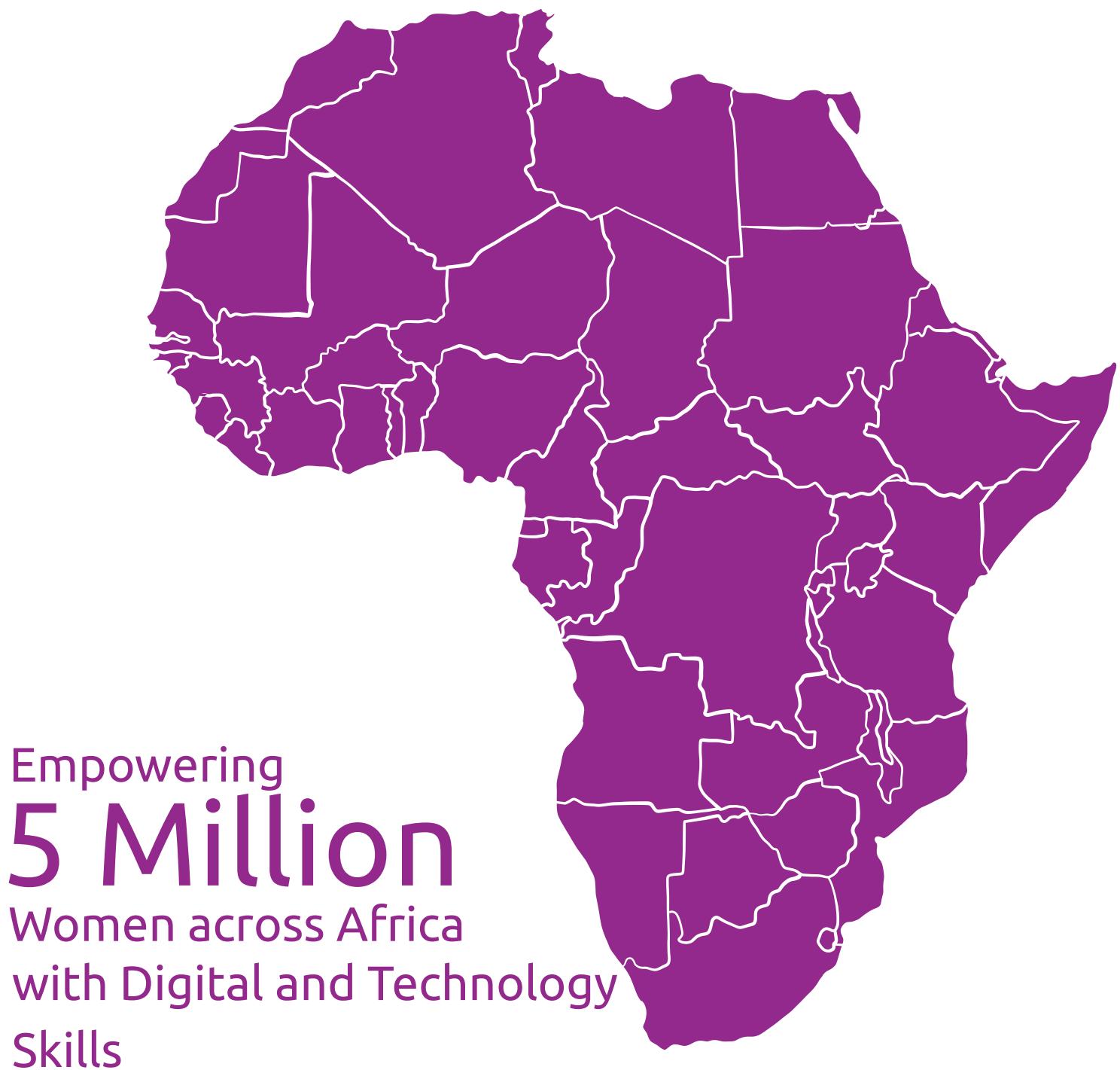
On one hand, we have a rapidly growing population on the African continent. On the other hand, we have the digitization of work and the global digital economy, which is continually accelerated by the day.

The responsibility of bridging the gap for billions of impoverished, unemployed, and marginalized Africans across the continent means picking the right tool and methodology while optimizing for scalability and effectiveness. This is why technology and digital skilling are our tools of choice for tackling Africa's challenges.

Every program designed is unique and tailored to suit the peculiarities of the varying demographics that we impact across different African countries. By leveraging technology and digital skills, we are able to reduce the limitations of geographic location, reduce cost, increase program accessibility and ultimately deliver to Africans the leverage they need to compete in the global market effectively.

Our Programs

women techsters

Empowering
5 Million
Women across Africa
with Digital and Technology
Skills

Women Techsters

The Women Techsters initiative is an experiential learning technology upskilling program for young girls and women. It provides varying degrees of digital, deep tech, and soft skills training required within the technology ecosystem for free to beneficiaries. The program aims to bridge the digital and technology knowledge divide between men and women in the technology ecosystem and ensure equal access to opportunities for all by empowering girls and women aged between 16 and 40 years across Africa with technology skills.

Our objective is to grow and support an army of tech-empowered girls and women across Africa to access equal decent job opportunities. We also intend to provide them with the platform to build and scale their ideas into tech-enabled businesses and deep tech startups to aid Africa's economic growth.

The program will empower 5 million African women over the next ten years through a series of activities like the Women Techsters Open Day, The Women Techsters Bootcamp, The Women Techsters Masterclass, and the Women Techsters Fellowship holding simultaneously across different countries

Open Days
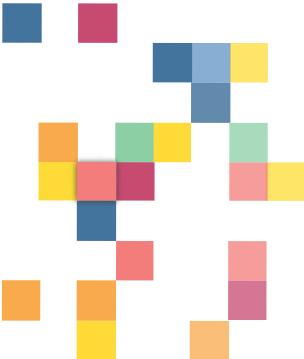
The Women Techsters Open Day is a monthly virtual program organized for women across Africa to learn about leveraging the power of technology to start and advance their careers and also create technology and technology enabled businesses. It is also an opportunity for women to interact with other successful women who have built careers or businesses in technology over the years as they speak about possible career paths and business opportunities, and ways on how to help women appreciate the importance of acquiring digital and deep tech skills in this digital age.

The Open Day is a monthly virtual program

Masterclasses

The Women Techsters Masterclasses are a series of 1-3-day training programs facilitated by skilled professionals across different sectors and tailored towards helping young African women with basic tech skills brush up their knowledge. It is a virtual but empowering experience, which allows beneficiaries to learn directly from experts.

The Masterclass is a 1- 2 days monthly training

Bootcamps

The Women Techsters Bootcamp is a 2-week program aimed at providing a learning opportunity for participants to explore and develop relevant tech skills, jump-start careers, or fill in knowledge gaps from emerging technologies. It is an intensive digital skill training facilitated by experienced technology facilitators across Africa.

The Women Techsters Bootcamp is a 2-week monthly training

Fellowship
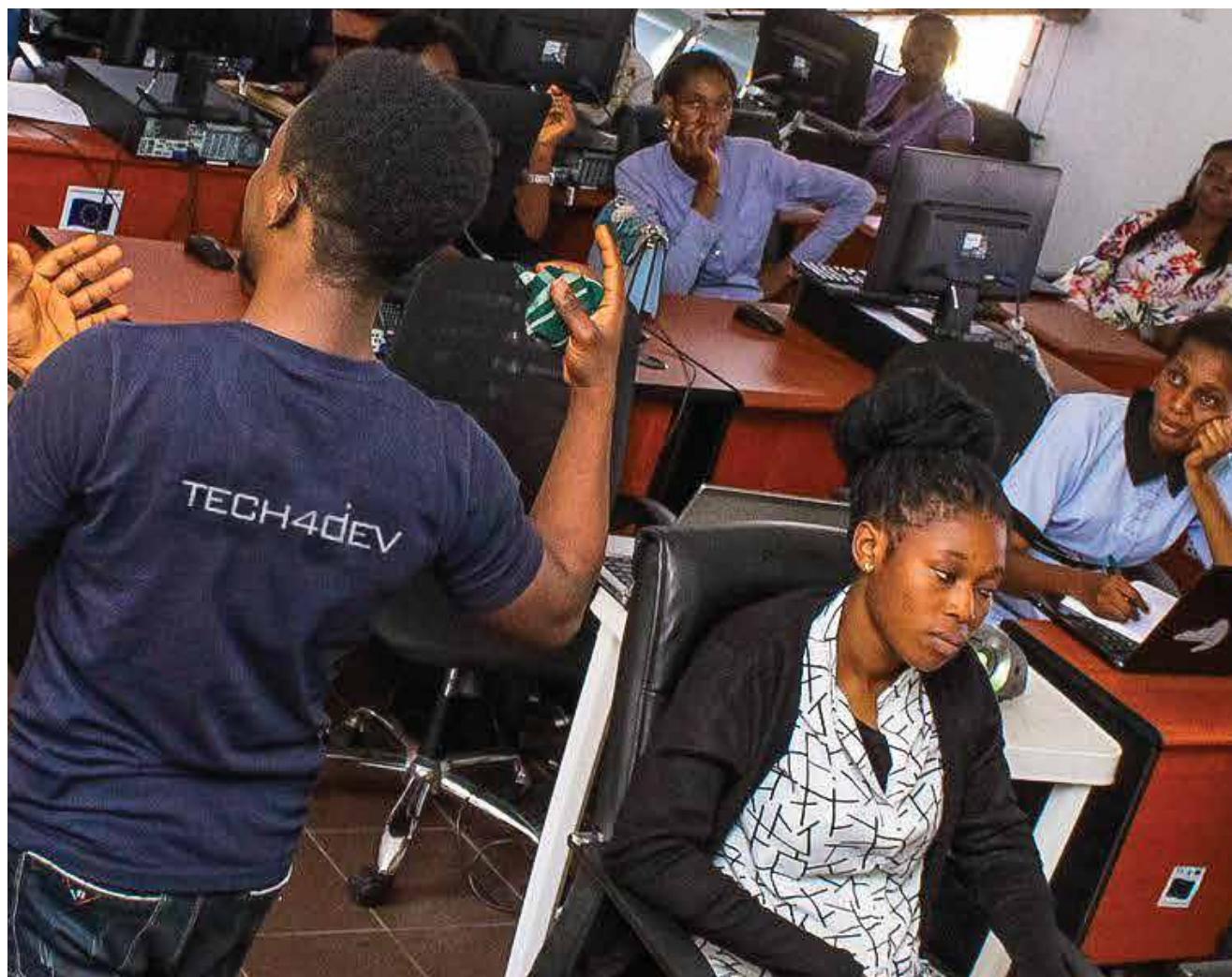
The Women Techsters Fellowship is a year-long immersive training and experiential learning program for young girls and women across Africa to acquired deep tech skills. The program is designed using globally recognized standardised learning curriculums across five learning tracks – Product Design, Product Management, Software Development, Data Science, and Artificial Intelligence Engineering and Cybersecurity to ensure the best learning experience to deliver the right outcomes.

Women Techsters Fellowship is a 1-year learning program

OBJECTIVES
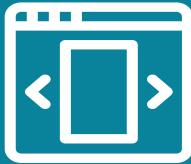
- To provide the prerequisite knowledge and insight needed to enable girls and women interested in careers in technology to access the right learning opportunities

- To enable girls and women to gain access to decent jobs within the technology ecosystem

- To empower girls and women with the right skills needed to create, grow and scale their technology-enabled businesses and deep tech start-ups while providing them with a strong entrepreneurship support structure within their respective communities across Africa

LEARNING TRACKS

Product Design

Product Management
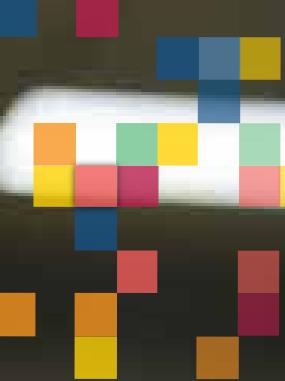
Data Science and Artificial Intelligence Engineering

Software Development

Cybersecurity

EXPECTED OUTCOMES

5MILLION
women empowered with digital, and soft skills for the Workplace

30%
of beneficiaries go on to study STEM-related courses.
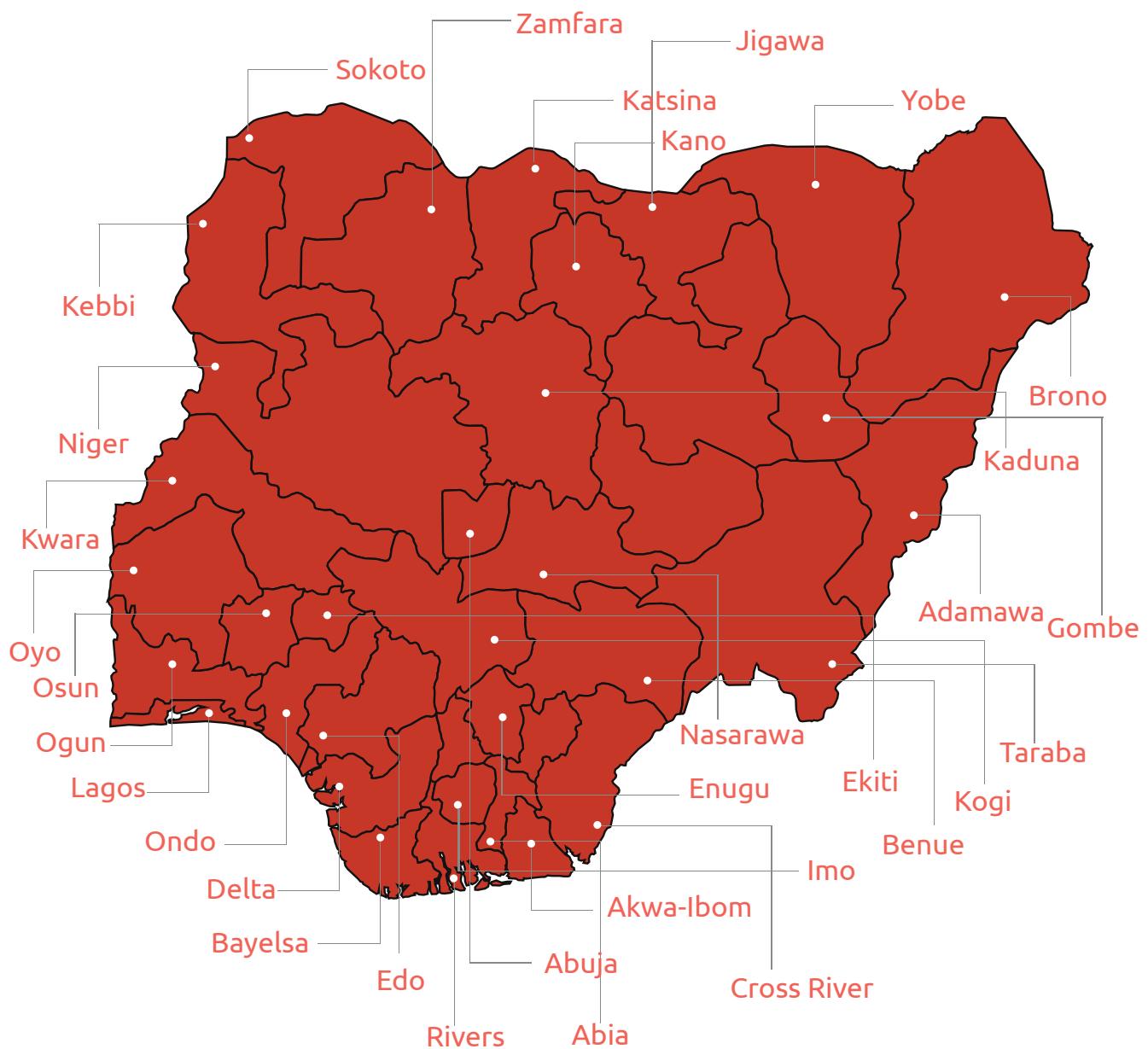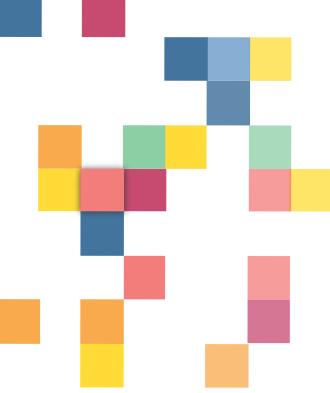
60%
of beneficiaries get decent technology job opportunities.

10%
of beneficiaries build and run tech start-ups

BASIC DIGITAL EDUCATION INITIATIVE

TECH4dEV

BDEI will train 500,000 Students between the ages of 8-18 across underserved communities in Nigeria
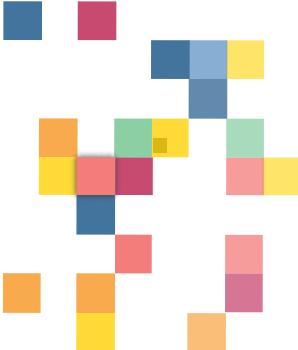
# Basic Digital Education Initiative (BDEI)
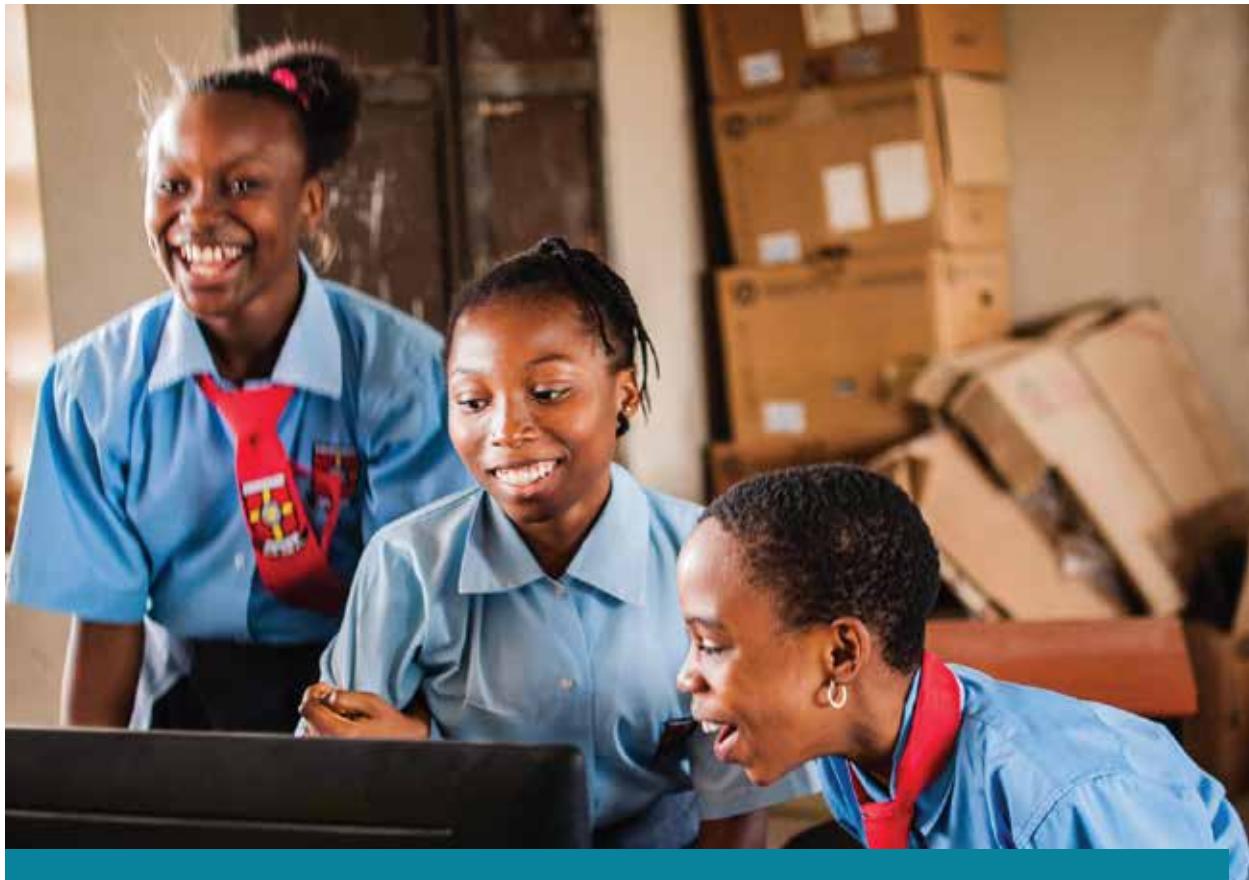
The Basic Digital Education Initiative is an experiential learning program that aims to equip beneficiaries with basic Computer Science education. The project aims to introduce learners in underserved communities to the world of digital literacy and provide them with the necessary digital knowledge required to succeed in the 21st-century workplace and business.

The Basic Digital Education Initiative aligns with SDGs 4 & 10 (Quality Education & Reduced Inequalities). Investing in quality education for children in underserved communities would help reduce inequalities among public and private school students.

The BDEI curriculum cuts across several areas introducing learners to necessary computing skills like: Use of productivity and workplace tools, the internet and the world wide web, Cybersecurity, primary programming languages, and digital networking.

Target Beneficiaries

Children aged 8 – 18 years in underserved communities within Nigeria

OBJECTIVES

- To increase the number of digital literate children across selected states

- To increase the number of children willing to study and participate in STEM at a tertiary level

- To solve cultural problems restricting access to digital skills among children by empowering public-school students with basic digital education

- To empower children in public schools with digital skillsets required for the future of work in the 21st century

- To ensure that children are exposed to the skill sets needed for decent work in the future

EXPECTED OUTCOMES

5000
teachers will be trained to become expert train-ers by 2030
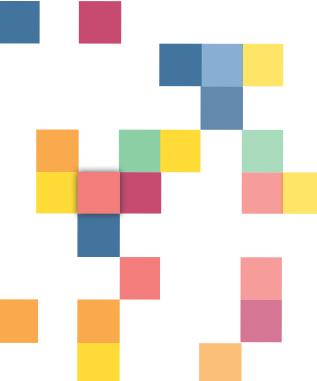
500,000
children/Secondary School students to become digital literate by 2023

500
children aged 8 - 18 to become digital literate by 2023
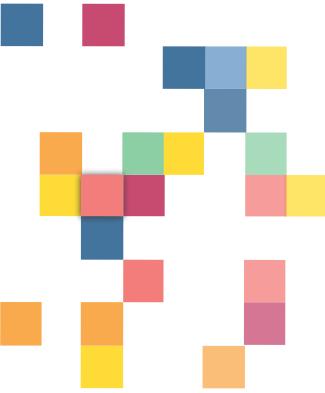
BDEI CLUBS
to be established in at least 70% of participating schools by 2023

The Emerging Markets Model Initiative

The Emerging Markets Model Initiative (EMMI) is a multi-year, multi-stakeholder private-public-non-profit partnership designed by Microsoft to build the capacity of key government MDAs to offer sustainable, scalable reskilling and employment services aligned to the local labour markets. The initiative focuses on providing access to digital skills training (from digital literacy to advanced training) for young people in Nigeria between the ages of 16-35 years.

The Emerging Market model will train 36,000 youth over 1 year through a blended learning approach – online and physical – through skills training and youth centres across Nigeria. This would be achieved through a multi-year collaboration with four strategic Federal Government Ministries and 12 State Governments, namely:

- Ministry of Youth and Sports Development
- Ministry of Communication and Digital Economy
- Ministry of Labor and Employment
- Ministry of Humanitarian Affairs

Oladiwura Oladepo, Executive Director, Tech4Dev, and Sunday Dare, Minster of the Ministry of youth, and sport signing an MOU to seal the EMMI partnership.

Pilot State Governments:

Lagos, Kwara, Ogun, Plateau, Ondo, FCT, Delta, Edo, Kaduna, Oyo, Imo, Nasarawa

OBJECTIVES

- Create sustainability for digital capacity development and upskilling in Nigeria

- Increase employability fit for digital opportunities across Nigeria

- Promote decent work for Nigerians by improving the ease of accessing opportunities through job matching efforts

EXPECTED OUTCOMES
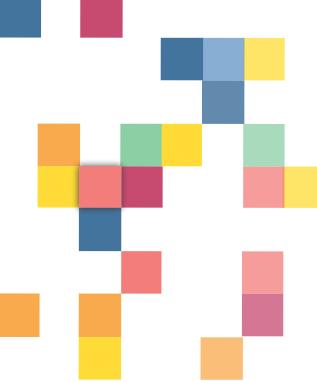
Train
36,000
youths on digital skills for the workplace.

Empower
1800
trainers to deliver digital skills training on all levels

Empower
180
master trainers to deliver train-the-trainer session across 12 states in year 1

20%
of the trained youth get access to decent jobs opportunities

20% of trained youth access internship opportunities

OK Foundation Digital Education Academy (OKDEA)

In partnership with the Olu Kosoko (OK) Foundation, the OKDEA proposes to improve the employability of the youths, potential for career advancement, increased productivity and performance, enhanced analytical reasoning and critical thinking skills. The program is under the Emerging Markets Model Initiative geared towards improving employment opportunities for young people across Nigeria by equipping them with digital skills.

OKDEA aligns with the SDGs 1, 4 & 10 (No Poverty, Quality Education & Reduced Inequalities, respectively). By investing in digital literacy for OKDEA, this program will contribute to reducing the poverty index by increasing the employability of beneficiaries and closing the gap of access to digital skills needed in the digital economy.

EXPECTED OUTCOMES

528

direct Beneficiaries

50%

of beneficiaries are
women and girls.

30%

of beneficiaries to go on
and establish digital-enabled
businesses

Basic Digital Literacy for Northern Nigeria

The Basic Digital Literacy for Northern Nigeria program was designed to bridge the digital divide by equipping people in underserved communities with the basic digital knowledge required to succeed in the 21st-century world and workplace and the emerging new normal from the COVID-19 pandemic. The project was delivered in partnership with the Foreign, Commonwealth and Development Office (FCDO) and funded by the UK Government.

By investing in digital literacy for vulnerable people living in rural clusters in Northern Nigeria, this program will reduce the poverty index by increasing the employability of beneficiaries and closing the gap of access to digital skills needed in the digital economy. This program aligns with Sustainable Development Goals 1, 4 & 10 (No Poverty, Quality Education & Reduced Inequalities).

The Program wrapped in March 2021 with the Stakeholder's Engagement event that took place at Transcorp Hilton to discuss findings from the program and to launch the Program Factsheets and Basic Digital Literacy Handbook chronicling our approach to implementing Basic Digital Literacy programs in Nigeria.

> This program aligns with Sustainable Development Goals 1, 4 & 10 (No Poverty, Quality Education & Reduced Inequalities).

OUTCOMES

1300+
beneficiaries across
10 Northern states in
Nigeria

50%
vulnerable women and
girls (aged 8-18; 45-65)

30%
persons with Disabilities
(PWDs), e.g., mobility,
etc.

20%
other vulnerable
groups

10 Northern States in Nigeria:
Benue, Zamfara, Kwara, Nasarawa,
Plateau, Kaduna, Kano, Niger, Sokoto,
and Jigawa

Data Source:

Published Program Factsheets and the Basic Digital Literacy
Handbook; a guideon implementing basic digital literacy
programs in Nigeria

ATC Digital Village

The American Tower Corporation (ATC) is a leading independent owner, operator, and developer of wireless and broadcast communications real estate. The Digital Village (DV) project is ATC's solution towards bringing access to basic digital skills to underserved communities. It is also a way of fostering existing relationships and ensuring the continuity of providing high-quality technology solutions in host communities. The DVs are rectangular containers fitted with 12 computers each and powered by the ATC masts.

Minister of Youth and Sports of Nigeria, Sunday Dare at the Digital Villages during the ATC Digital Village Trainings
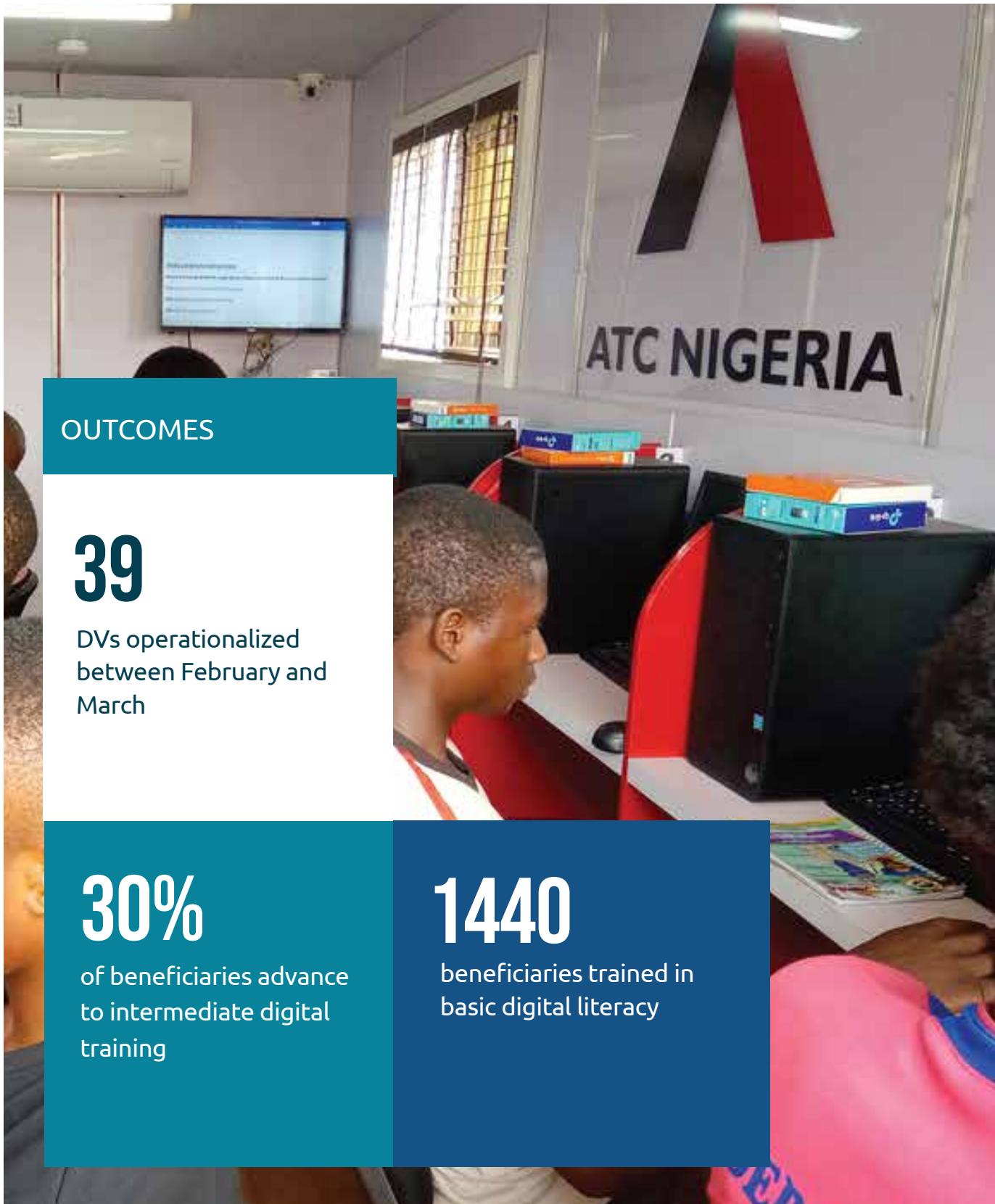
In December 2019, ATC partnered with Tech4Dev to provide learning delivery to its Digital Villages in 44 centres across 25 States. A total of 1440 beneficiaries were reached with basic digital education between February and March 2020. On the 30th of March 2020, the project was brought to an abrupt stop due to the COVID-19 pandemic.

Reach

Through this program, we have reached 21 Nigeria States; Lagos state, Ogun state, Akwa-Ibom state, Delta state, Katsina state, Kebbi state, Nasarawa state, Niger state, Kwara state, Enugu state, Imo state, Ekiti state, Osun state, Bayelsa state, Rivers state, Kano state, Abuja state, Kogi state, Benue state, Oyo state, Kaduna state.

Benficiaries of the ATC Digital Village with Alhaji Samaila Muhammadu Mera, Emir of Argungu, Kebbi State at his Palace.

OUTCOMES

39

DVs operationalized
between February and
March

30%

of beneficiaries advance
to intermediate digital
training

1440

beneficiaries trained in
basic digital literacy

Digital Skills for the Workplace

The world is fast become a digital village. This fact has resulted in two things. One is the replacement of manual jobs by machines, and the other is the increase in the use of digital tools in the workplace.

However, especially in developing countries, there is an apparent digital divide. Digital Skills for the Workplace (DSFW) training was an intermediate digital skill designed to bridge this divide. GIZ funded the training program to equip 50 young persons with the top 5 employable skills globally; Software Development, UI/UX Design, Product Management, Cybersecurity, and Cloud Service Management through onsite and online learning. It was an 8-week training followed by a 3-month internship

OUTCOMES

Over
1500
applicants

51%
beneficiaries

5 SDG
focused solutions
built by the
participants

97%
of beneficiaries
got internship
opportunities

TECH4DEV

The Women Techsters Initiative Pilot (Physical and Virtual)

In 2018, Tech4Dev built on the success of the NWT initiative in collaboration with Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) to run the Women Techsters pilot. The program covered a 2-week Bootcamp and 8-10 weeks of experiential learning in the form of internships, where participants were posted to reputable tech-enabled organizations to enhance their learnings. The program was structured across five cohorts, with 115 women and girls trained and over 60 internships placements actualized.

In 2020, still in collaboration with GIZ, Tech4Dev ran the first Virtual Pilot of the Women Techsters pilot, with 56 beneficiaries across 13 states in Nigeria. This was a 4-week virtual training and a 12-week internship period. The Women Techsters pilot was recognized among the top 10 solutions globally at the 2019 UN Solutions Summit held in New York and has continued to feature in subsequent UN events.

OUTCOMES

171
beneficiaries

16 SDG
focused solutions
developed by the
beneficiaries

35%
of beneficiaries
got internship
opportunities

8
Nigerian states
reached
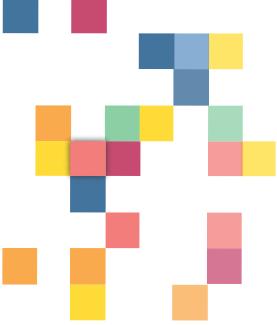
Nigerian Women Techsters (NWT)
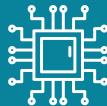
Beneficiaries across 12 states in Nigeria

In 2017, Tech4Dev ran the first pilot of the Women Techsters Initiative in partnership with Microsoft called the Nigerian Women Techsters initiative focused on building technology capacity for Nigerian women. NWT aimed to bridge the digital knowledge divide between men and women by training 2400 women in underserved communities across 12 states in Nigeria. This initiative was geared towards increasing access to more coding talent capable of improving the quality of work within organizations and promoting economic growth and development in Nigeria and across the African continent.
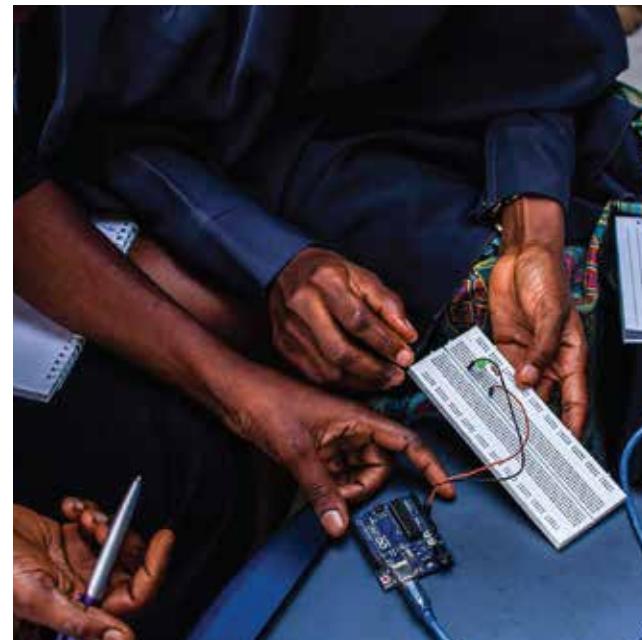
At the end of the training, 2,475 young women between the ages of 16 – 40 were impacted across 12 states in Nigeria. The initiative was delivered through intensive training by experienced facilitators.

- Web and Mobile Development

- Embedded Systems

- Games Development

Each of these tracks provided adequate learning opportunities for participants to develop knowledge and build capacity that translated their experience into relevant skills and competencies in the workplace and business ideas worthy of incubating into competitive start-ups.

OBJECTIVES

Empower women to establish start-ups or technology-enabled businesses

Support women to become digital-enabled, social champions, and owners of businesses

Bridge the digital divide between men and women in the tech space while contributing to economic growth

To ultimately improve the socio-economy of Nigeria by providing skills that will elevate women from poverty

OUTCOMES

21

implementing
partners engaged

Volunteer Engagment

50 volunteers from
our various
locations

A total of

### 1500+

volunteers' hours

Project locations

Ondo, Oyo, Edo, Ekiti, Kwara,
Adamawa, Delta, Kano, Imo,
Osun, Abuja, Lagos

2,475

direct beneficiaries
across 12 States in
Nigeria

NWT Advisory Board

H.E Mrs. Betty A. Akeredolu
First Lady, Ondo State
Chairperson, NWT Advisory Board

Mrs Olatomiwa Williams
Microsoft Country Manager,
Nigeria

Ms Stephanie Busari
Award-winning journalist and
Multiplatform Bureau Lead &
Supervising Editor, CNN Africa

Mrs. Ifeyinwa Egwaoje
Fellowship Lead, Ashoka
Africa

Dr. Mrs Aderonke Thompson
Head, Cybersecurity Sciences
Department, FUTA

Mrs. Omolara Awoyemi
Founding Executive/COO,
Bumpa

Blossom Ozurumba
Innovation Advisor to the Chief
Innovation Officer at Nigerian
National Petroleum Corporation

Dorcas Oladosu
Senior Software Engineer,
Anzilab

GLOEPID: Our COVID-19 Response

The year 2020 was a peculiar year and one of the most challenging ones we have had to face in recent years. However, the year didn't start that way. The Coronavirus which started in Wuhan, China became a global health crisis and in the space of a couple of months with major cities and whole countries going on lockdown for months on end.

As an organization passionate about proffering solutions towards solving problems that affect the fabric of society, we pooled together a group of volunteers in partnership with Prunedge, our technology partner and GloEpid was born. In the face of a virus that grows exponentially, our best line of defence is to slow the spread of the virus by accurately tracking, surveilling and mapping all confirmed cases and this is what GloEpid does.

> GloEpid is a non-profit effort (a suite of technology solutions) developed as a direct response to the fight against COVID-19 — a global pandemic sweeping through the world at an alarming rate.

GloEpid is a non-profit effort (a suite of technology solutions) developed as a direct response to the fight against COVID-19 – a global pandemic sweeping through the world at an alarming rate. It aims to support the public and the work of relevant government agencies in stopping the spread of the virus by helping them effectively contact trace at scale for swift action. The bot also allows the public to carry out self-assessment, get verified information, and check the vulnerability of their immediate environment and the country at large through a heat map.
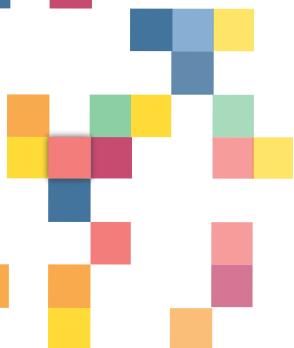
The NCDC successfully deployed the GloEpid bot to ease the burden on the NCDC contact centres by providing an opportunity for individuals to carry out self-assessments.

The GloEpid bot is projected to reach 10 million Nigerians daily.

Codepreneur

Codepreneur was initiated in partnership with Microsoft, The Future Project, Aiki and the Ondo State Government, to ensure that young individuals with coding experience have the skills to become gainfully employed. The program was a web and mobile software development training for students between the ages of 18-35. The program provided mentoring opportunities to help improve their technical skills and aid transition into a tech-preneurial path

Beneficiaries worked on different start-up ideas in teams, demoed on completing the accelerator program for interested investors and stakeholders.

> The program was a web and mobile software development training for students between the ages of 18-35

Former Governor of Ondo State, Olusegun Mimiko at the Codepreneur training.
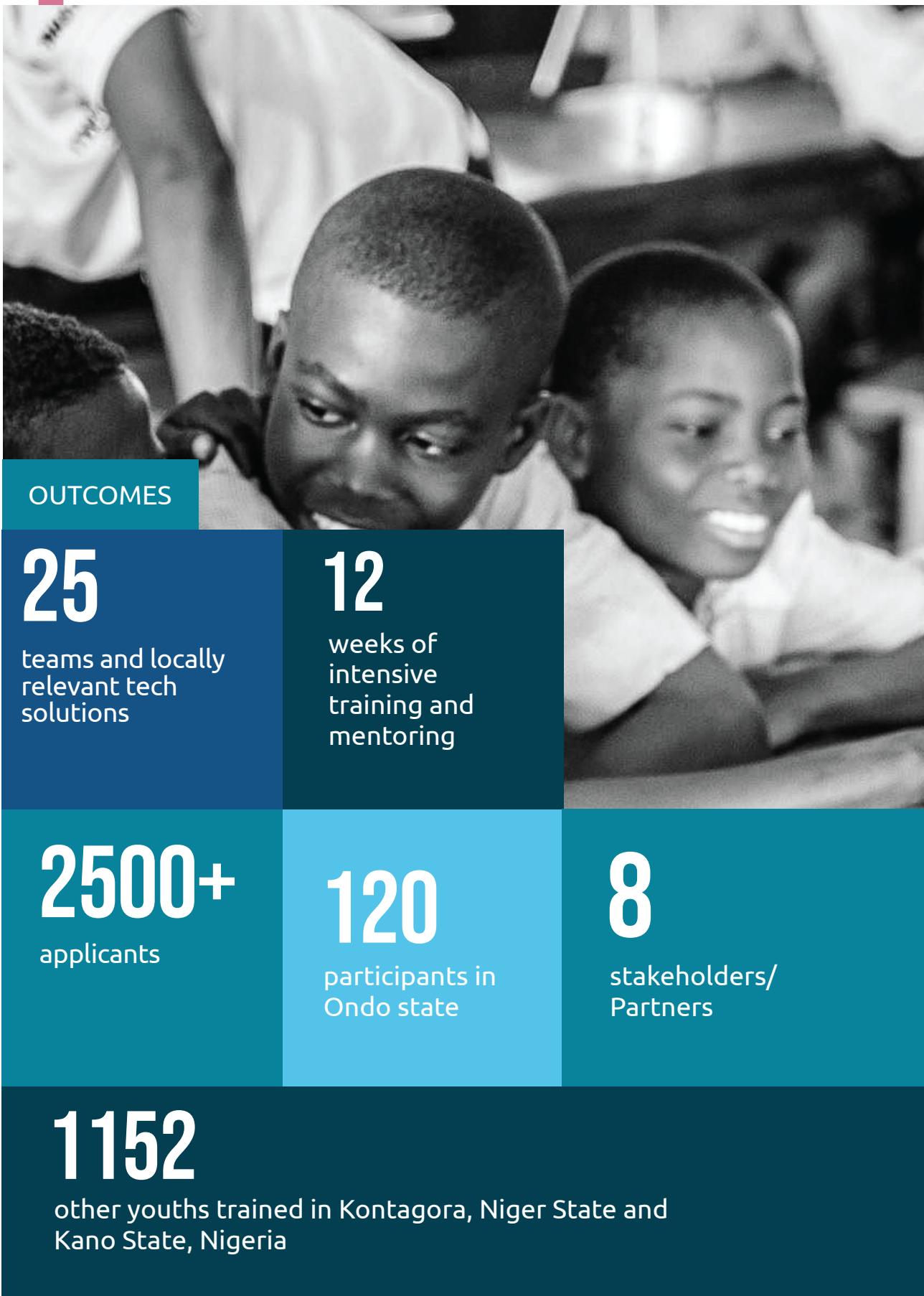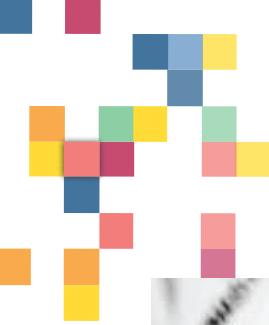
OBJECTIVES

World-class technology and business training and mentorship of youths in underserved communities

Securing funding for birthed start-ups within the accelerator program

Securing relevant partnerships to ensure the sustainability of the CODEPRENEUR initiative as well as the creation of year-on-year business opportunities for the various stakeholders

OUTCOMES

25
teams and locally
relevant tech
solutions

12
weeks of
intensive
training and
mentoring

2500+
applicants

120
participants in
Ondo state

8
stakeholders/
Partners

1152
other youths trained in Kontagora, Niger State and
Kano State, Nigeria

Code4Impact

Code4impact (C4i) was a hands-on learning program building digital literacy skills, especially coding and analytical skills in young girls and women. The program's purpose was to encourage, train and mentor young girls in secondary schools (aged 10-17) and young women in tertiary institutions (aged 18-25) to choose STEM careers. An essential component of the C4i program was the Training. The C4i training was organized as training camps in which participants developed community impact solutions to address the Sustainable Development Goals (SDGs). The participants were trained along four selected tracks:
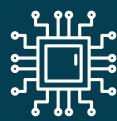
- Web and mobile development

- Mobile Aplication Development
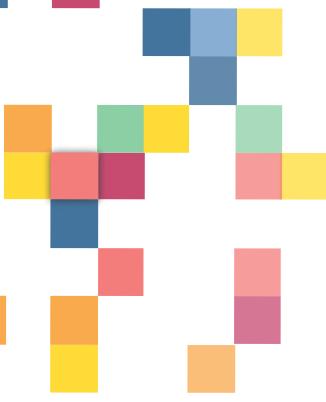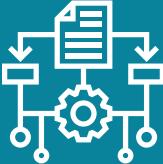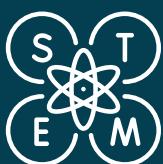
- Microelectronics

- Games Development

OBJECTIVES

To provide programming related knowledge to the beneficiaries

To impart the skill sets needed to start tech careers, technology or technology-enabled businesses

To encourage the beneficiaries to consider pursuing STEM education

Improve the productivity of the women while engaging them with life-changing solutions that will ultimately address the sustainable development goals.

OUTCOMES

Mentored young women to develop
10 SDG-FOCUSED
Solutions
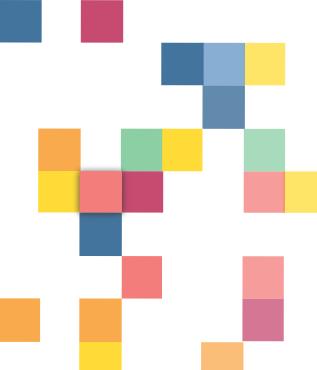
Mentored over
3000
Young girls in Secondary
schools to pursue
careers in STEM

70
trained Young women
in Tertiary institution on
digital skills

Story Telling for Impact
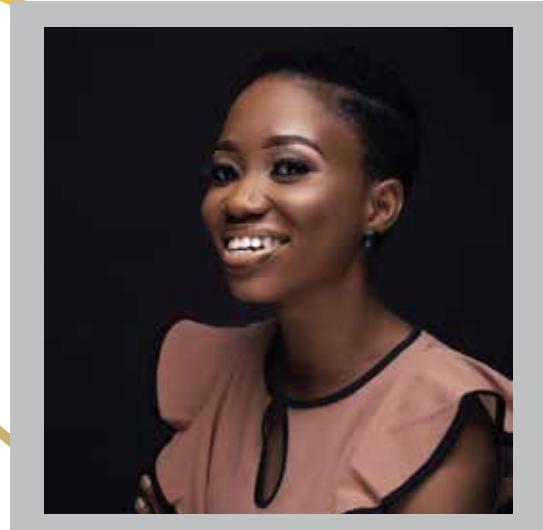
Yemisi Arowosafe
Communications Lead
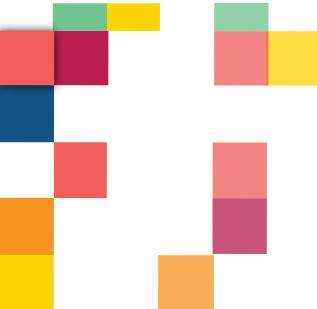
"Initially, I was hesitant to apply, because I thought tech was a career path for men alone, but after further consideration, I decided it won't hurt to try, and so I applied."

This was Patience Bello, a beneficiary of the Women Techsters Pilot who went on to qualify for the Microsoft Leap Engineering program and now works as a Technical Support Engineer at Tek Experts. Patience's story is not unique as countless number of women believe that tech is a male-oriented field and as such, do not have the capacity to build careers in tech.

This narrative needs to be changed and that is where storytelling comes in. Thankfully in recent years, we are beginning to see a shift in this narrative. As an organization, telling stories of women like Patience, and so many others, show the possibilities of what anyone, especially women, can achieve with the right opportunities and mindset shift. We are on a mission to demystify technology and technology-related fields and create a level playing field for everyone to succeed. Storytelling is one of the key tools in our arsenal to advocate for digital inclusion which will in turn create financial inclusion for all because the more people are equipped with digital skills, the more people who are able function in this new era of work.

Some of Our Champions

The Startup Founder

Yewande Akinjewe
NWT Beneficiary
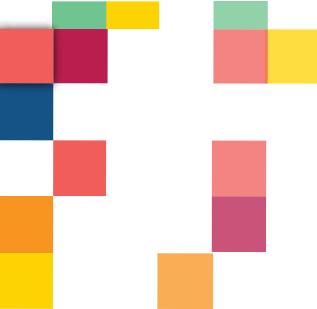
I am a graduate of Biochemistry from the Federal University of Technology, Akure (FUTA) and I currently work as a Startup Founder of GESAL. I joined the NWT program when I was a student in FUTA, as a person who loved tech and was looking for an opportunity to learn, I quickly jumped at the opportunity.

Unfortunately for me, I didn't have a laptop at that time, I had to borrow my friend's laptop to participate. It was one of the best decisions I made.

I joined the Game Development class after the facilitator spoke to us about gaming and recent technologies using augmented and virtual reality. The training period was quite difficult because I did not have a Computer Science background, but it was interesting to learn.

After the training, I specialized in building AR and VR applications. I founded GESAL, an edtech startup that focuses on simplifying learning for students taking science subjects thereby increasing their retention rates. Our application leverages augmented reality technology. GESAL won the future hack e-Education organized by NITDA and made it into the Facebook accelerator program in 2019. NWT gave me the exposure into augmented and virtual reality technology as well as developing the skills required in this space.

From Chemist to Woman in Tech

Fatima Ahmed
Women Techsters Pilot Beneficiary

I found out about the Women Techsters program through my friend who went through the program as well. I didn't have any idea about programming or building websites before the training. I learned all these within the training period; it was fascinating to build a website independently. I got an internship with TechSavvy, an opportunity provided by Tech4Dev, to help improve my skills.

The most exciting part of my experience is that I got a chance to be a part of the Microsoft Leap Engineering Program and now work at Tek Experts.

Microsoft featured my story in the documentary, "From Chemist to Woman in Tech," and as one of its Global Skills Initiative's success stories. I cannot tell my story without the Women Techsters initiative.

The Leap Engineering Girl

Patience Bello Oyimefo
Women Techsters Pilot Beneficiary

My name is Bello Oyimeafo Patience. I studied Biochemistry at the University of Lagos, served in Sokoto, and then worked as a Client Relationship Manager before venturing into tech.

I got to know about tech through a friend trying to persuade me to pursue a career in tech. Initially, I was hesitant because I thought tech was a career path for men alone, but after further consideration, I decided it won't hurt to try, and so I applied, was interviewed, and was selected for the 2nd cohort.

During the training, we were placed in groups and assigned tasks on how to create solutions using technology as a tool, and we were also required to do a demo presentation of it. The facilitators were very helpful and supportive every step of the way.

After the training, I got an amazing opportunity to be among the 1st cohort of the Microsoft Leap Apprenticeship program. From there, I got an internship opportunity at Tek Experts, where I now work full time. The Women Techsters program did not only open my eyes to various opportunities in the tech sector but also provided a platform for me to become a better version of myself, the program played a huge role in the successful take-off of my career in the tech sector.

You Don't Need a Bsc. in Computer Science to get into Technology

Kareemah Ajina
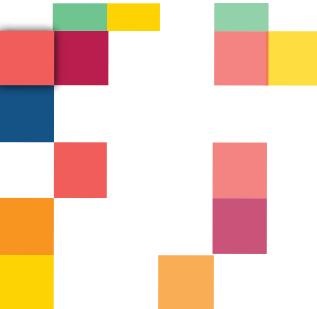
Women Techsters Virtual Pilot Beneficiary

My name is Kareemah, and I am 18 years old. I found out about the training through my aunt, who saw the link and flier on a WhatsApp group. Virtual learning was something new to me. At first, we came across many obstacles, such as people leaving their mics on or connection issues. Still, we were able to get accustomed to learning virtually, and it became a fun experience—virtual learning of Programming is the way to go because it bolsters the use of tech. One of the major highlights for me was meeting other women as interested in tech as I am.

I was part of the Software Development class, where I learnt programming languages like HTML, CSS, JavaScript. I will use the knowledge gained from the training to build personal projects that I can use to impact my community. I also plan on diversifying the languages I know. The training has taught me that there are many opportunities for people in tech regardless of age, gender or even how you got your training (seriously, you don't need a BSC in Computer Science to get into tech!).

I am presently interning at Prunedge. I am excited about the internship phase of the program. Getting an internship is a huge opportunity to meet established people in tech and get exposure as a beginner. I plan to move my career fully into tech slowly, and I am excited about what the future holds.

I am a Woman in Tech

Bolutife Adeniji
Cohort 1 Beneficiary
(Women Techsters Bootcamp)
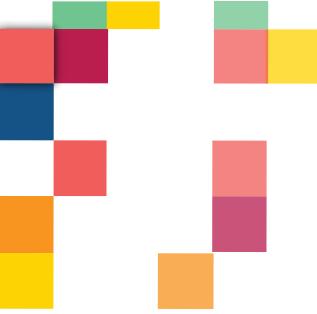
I am a final year law student at the Olabisi Onobanjo University, but I have always had an eye for design. Because of this, I started with graphic design and then proceeded to look out for opportunities to broaden my knowledge in product design.

I came across some opportunities, but I didn't seem to qualify for various reasons. One time, I wasn't shortlisted because I had no educational background in tech. I was a bit discouraged but, I did not let that hinder me.

I continued in my search for opportunities and came across the Women Techsters Bootcamp. The fact that it was two weeks fascinated me. I did not expect to learn so much in such a short while, but I knew I was in for a very impactful ride as soon as the training started.

I gave in my all, leaving no stone unturned in the assignments and projects that the facilitator gave us. My facilitator is a very kind person, grounded in her field, which only motivated me to do better.

One day, after my classes, I went for a break, only to come back to hear that I have been given a six-month internship with Prunedge, one of Tech4Dev's partners. I couldn't believe my eyes; it was like I have finally found everything I have been looking for. I am forever grateful to Tech4Dev for this opportunity, and I am excited about what lies ahead.

I Got the Push to Start a Career in Cybersecurity

Oluwabunmi Olanrewaju
Women Techsters Open
Day Attendee
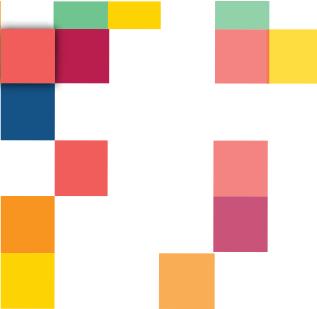
The second edition of the Women Techsters Initiative Open Day changed my life. I have always wanted to go into tech, Cybersecurity to be specific but, I had no idea how to go about it.

At the Women Techsters Open Day, I met Confidence Staveley, one of the speakers that spoke at the program. She spoke on starting a career in Cybersecurity and her journey so far. The way she spoke with so much enthusiasm and the helpful tips she dropped gave me the push to go out of my way and start my career journey.

A few months later, I completed the first phase of Cybersecurity professional exams, got into more cybersecurity opportunities like the First Cohort of the Women Techsters Bootcamp, among others, met Confidence Staveley in person, and found direction in my career journey.

I am so grateful to Tech4Dev for this opportunity.

Using technology to advance sustainable
human capital development in Africa

64
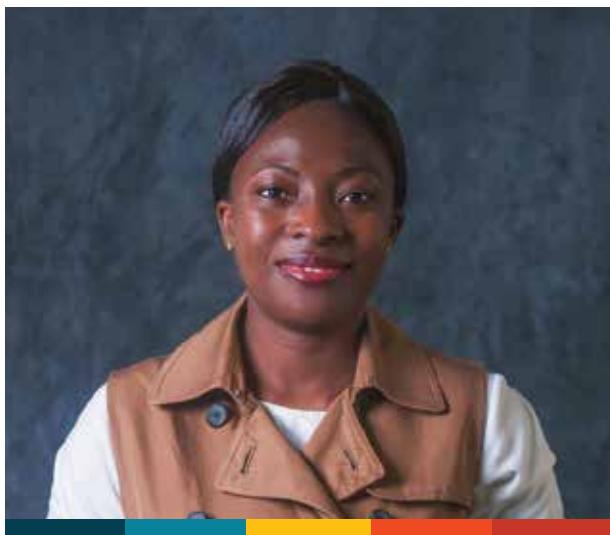
Age was not a Barrier

Folashade Kelvin-Ikpi

Digital Skills for the Workplace Beneficiary

My name is Folashade, and I am 37 years old. For the past eight years, I have desired to be in the technology space but couldn't secure anything concrete because I did not have the prerequisite knowledge to function there. I heard about the Digital Skills for the Workplace from a friend, and the rest, as they say, is history. The training was quite challenging for me at first. I felt left out just because it's been almost ten years since I did anything serious on a computer, but the facilitator was kind enough to consider us all. He was patient but firm, ensuring we all delivered on our tasks.

Looking back, it was a fantastic experience for me. I was rusty in anything relating to tech before the training, but I was dusted and polished. I was also given a solid foundation to build my tech dream. Within 8-10 weeks, I went through the design thinking process, User interphase, and User experience designs. It was a fantastic ride, and the destination is sure looking good.

As part of the training, I got an internship at Edubridge Consulting Limited for experiential learning as a UI/UX Designer and putting all the skills I have acquired to work. I am thankful to Tech4Dev, GIZ, and my top-notch facilitator for helping me get out of my bubble and explore new horizons.

Disability is not Inability

Nasir Muhammad Adamu

Basic Digital Literacy for Northern Nigeria beneficiary

My name is Nasir Muhammad Adamu, an indigene of Kaduna state, and I am 40 years old. This program has been very beneficial. During the class, I was excited that each of us had a personal computer to practice what we were taught. Before this training session, I was given a laptop that I dumped for years because I couldn't operate it. Now, I can use a computer confidently.

I also appreciate how patient the facilitators were with us; they ensured we understood what we were taught before proceeding to the next lesson.

There was no discrimination towards the physically disabled people; everyone in the class was given equal treatment and learning access. We are incredibly thankful for the inclusion; many people rarely include people with disabilities for beneficial programs like this. So far, I haven't encountered any challenges at all.

I intend to maximize the knowledge I've acquired to teach my children and other people with disabilities who could not participate in this program. There are also other official duties regarding the PWD's association that I would love to engage. Thankfully, the classes have exposed us to so much, which I'm willing to put into practice. Thank you to Tech4Dev and the UK in Nigeria for the inclusion.

I am now a Digital Literate

Murphy Ehi Miracle

Basic Digital Literacy for Northern Nigeria Beneficiary

The Basic Digital Literacy for Northern Nigeria project was very impactful for me. I participated in the training because I wanted to gain knowledge that would make me digitally literate to help me fit into our society, which is now a digital world, and become an entrepreneur with a computer center where I can train people and also earn from it.

I can confidently use Microsoft Word and Excel, and I can type and communicate online. I am so happy I got to be a part of this training.

Being a digital literate is especially important for me now; I am an SS3 student preparing to write JAMB, a computer-based test. This training has helped me improve my computer skills, and now I can find my way around a computer without stress. I am thankful to Tech4Dev and FCDO for this opportunity to improve on me and potentially contribute positively to my community.

I am now a Product Manager

Uwakmfon Joshua
### Digital Skills for the Workplace Beneficiary
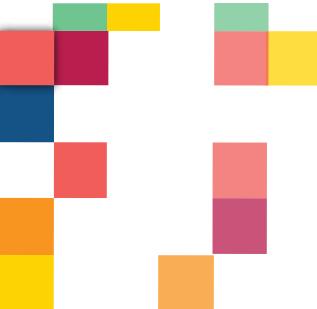
I was searching for an opportunity to build a new career path in technology when I came across the Digital Skills for the Workplace training. I was thrilled and applied eagerly. I was going through my mail when I saw a congratulatory email from Tech4Dev; it's been a while I got congratulatory messages. I was so elated!

It's been a series of great experiences and learning. From the first day, I understood what Product Management entailed, and the delivery of the curriculum was excellent.

I would commend the ambience; it was very serene with all the facilities needed to aid assimilation put in place. I learned how to work with Asana, Jira, Trello etc. The training was very practical, and I am thankful to have been a part of it. I got an internship at Prunedge and have had the opportunity to learn, in detail, the techniques of Product Management. I intend to put to work everything I have learnt towards building a sustainable Product Management Career.

I also want to pass on knowledge by volunteering to teach young people interested in starting a career in Product Management. I am thankful to Tech4Dev, GIZ and the Lagos State Government Ministry of Labour and Employment. I will not take this opportunity for granted.

Volunteering, the key to more

Winner Emeto

Facilitator, Women Techsters Fellowship

I came across the application for the Women Techsters Fellowship Facilitator online. Then I applied and got to facilitate the Data Science and AI learning track. It was such an incredible experience. I had the honour of meeting and tutoring a lot of bright minds.

It was also an eye-opener in my career journey as a Data Scientist and helped me build my soft skills and interpersonal skills.

One significant advantage of volunteering here at the Women Techsters Initiative is that it presents you with a lot of exposure and visibility. This exposure and visibility played a huge role in landing me with a job offer as a Solutions Offer Specialist with Microsoft.

For me, volunteering is a very crucial part of my life for many reasons. One of them is the opportunity to gather work experience. Another reason is that it also gives you the ability and allowance to prepare yourself for the future of the workplace and gives you clarity on the career path to follow.

I Got an Opportunity to Impact People

Kayode Ajomole

ATC Digital Village Facilitator, Ekiti State
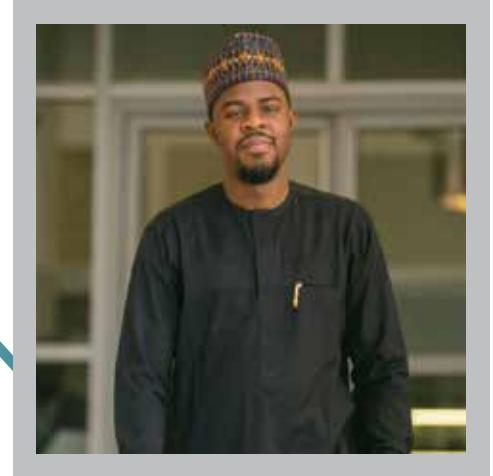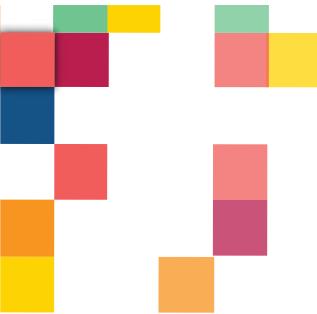
I found out about the ATC Digital Village Project via an Instagram post. I signed up for it, and I was excited when I was selected. I live in Akure but the only centre available at the time of registration was in Ekiti.

I told myself that this opportunity to impact my world couldn't slip by. So, I made arrangements to stay with a friend in Ekiti and go back home (Akure) during the weekend.

The program took me out of my comfort zone, but it also helped me chart a new course.

As a graduate of Human Physiology from the University of Ilorin, training people to become digital literate was not something I ever thought about, but engaging in this program made me learn new things and forge new relationships. I liked the excitement on my students' faces after every class. The joy that they were learning something they never thought they could do.

To ATC & Tech4Dev, thank you for giving me the platform to share knowledge with others, and thank you for the fantastic initiative of introducing digital literacy in the grassroots community.

From Our Partners

Building Strong Partnerships: Our Key to Making Impact

Joel Ogunsola

Co-Founder/ Director of Partnerships
& Sustainability
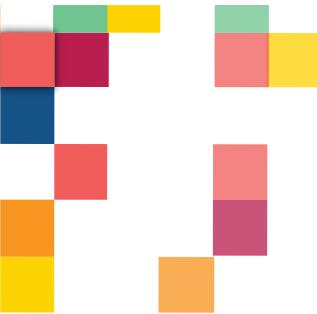
We're a non-profit social enterprise with big dreams, and contributing our quota to solving the unemployment problem in Africa is at the core of what we do. Since inception in 2016, we have actively designed and implemented programs that effectively address this problem.

For us, working to address the Sustainable Development Goals 4, 5 and 8 (Education, Gender equality and Economic growth) is pivotal to significantly reducing unemployment in Africa.

To achieve this, we prioritize strategic partnerships with governments, development organizations and non-governmental organizations that align with our impact goal. These partnerships are instrumental to the successes we have recorded over the years. The technical, financial and infrastructural partnerships we leverage in implementing our programs remains one of our most potent strengths.

We are optimistic about preparing young people across Africa for the future of work by providing them with the required education and digital skills and we look forward to collaborating with more like-minded organizations and individuals to achieve greater impact in Africa.
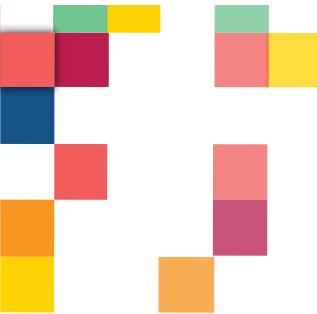
From Our Partners

Olatomiwa Williams

Country Director, Microsoft Nigeria

As a company, we are committed to leading by example to ensure that the digital transformation — and the technology driving it — creates economic opportunity for all. But this is a challenge that no one company can address alone. It will take a focused public-private-nonprofit approach to ensure everyone can participate in the digital economy. Being our strategic non-profit partner, Technology for Social Change and Development Initiative (Tech4Dev) have demonstrated, in no little way, the impact of driving our skills and employability agenda while bringing to life our mission, which is to empower every person and organization on the planet to achieve more. Empowering every person means ensuring everyone has the skills, knowledge, and opportunity to succeed in the digital economy.

From Our Partners

Mohammed Brimah

Ag. GM KWASSIP on the Basic
Digital Literacy for Northern Nigeria project
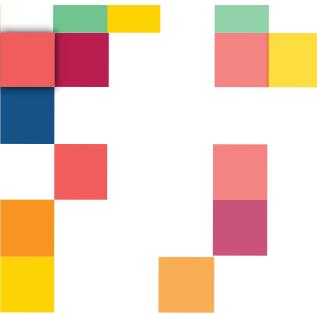
I wish to commend the UK Foreign Commonwealth & Development Office (FCDO) and Tech4Dev for organizing such a laudable program like this. Coming from one of the beneficiary states (Kwara State), I see it as an effort to reduce the digital skills gap for Rural and Vulnerable groups and as a trigger for State Governments to drive or tailor their digital policies. It can be seen as a pilot that States can scale up.

Soji Maurice Diya

Commercial Director, ATC Cooperation
on the ATC Digital Village Project.

In a world that has gone digital, the importance of digital literacy cannot be overemphasized. The COVID-19 pandemic has cast a harsh light on the dire situation of digital literacy among young people. The ATC Digital Village project is set up to combat this, especially in underserved communities, by equipping young people with the technical know-how to build careers and businesses using digital tools. Our partnership with Tech4Dev is pivotal towards achieving this goal.

From Our Partners

Mayowa Ayodeji

Business Lead at iQube Labs
(Internship Partner)

As much as we at iQube Labs want to solve Africa's pertinent problems, there's only so much we can do per time. Tech4Dev is filling a significant gap in helping Nigerians (who may not necessarily have a technical background) get into and launch a tech career. We partner with Tech4Dev to contribute to that mission. New techies need an enabling environment to learn, make mistakes and grow.

Lanre Ogungbe
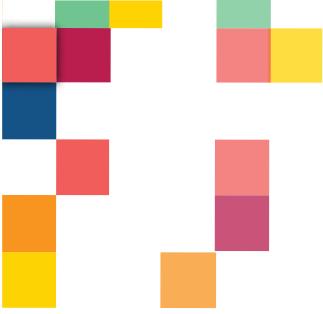
COO, My Identity Pay (Internship Partner)

We align with the goals of Tech4Dev regarding empowering more women to come into the world of technology and also giving them the needed skills, knowledge and resources. This is why we have partnered with Tech4Dev. We also want to be part of that success story of encouraging more women to get their hands dirty with the building process of technology products.

OUR PARTNERS

Microsoft

UKaid — Foreign, Commonwealth & Development Office

giz — Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH

ennovate HUB

PRUNEDGE

ATC NIGERIA

KAD ICT HUB

iTAPSolutions

GOVERNMENT OF SOKOTO STATE

GOVERNMENT OF PLATEAU STATE NIGERIA

GOVERNMENT OF ZAMFARA STATE

cyberticks

onenet servers

Jigawa State Government

Benue State Government

Sterling

diro systems

Ventures Platform

acumen DIGITAL

aws

MTN

EduBridge Academy

Qube

TechSavvy

tek experts

HerVest

ZENTECH

heimdall

XCLAIM LABS

TECHGEN

THE UXpat Digital

bluvard
...finding gems in the rough

agrokings

MEET THE TEAM

Oladiwura Oladepo
Co-Founder/ Executive Director

Joel Ogunsola
Co-Founder/ Director of Partnerships
& Sustainability

Micheal John
Senior Programs Manager

Blessing Ashi
Programs Lead

Kikiope Onadipe
Career Lead

Adenike Smith
Talent Lead

Yemisi Arowosafe
Communications Lead

Anthony Iwuji
Technical Lead

Ojonoka Yusufu
Partnerships and Sustainability Lead

Hannah Durojaiye
Graphics Design Lead

Joy Uche
Programs Associate

Chigozie Paul
Communications Associate

**Oluwatoyin Akande**
Associate Content Manager

Gladys Ehindola
Research & Policy Associate

Omolola Shopeju
Alumni Community Manager

Aishat Adeshina
Talent Associate

MEET THE TEAM

Oluwatobi Adeyemi
Finance Associate

Solumbi Okweshine
Administrative Associate

Titobiloluwa Raji
Graphics Design Associate

Oluwasegun Oladapo
E.A. to the Dir. of Partnerships &
Sustainability

Oluwatosin Bankole
Administrative Associate

Christian Mamodu
Programs Associate

Olabisi Etuk
Programs Intern

Chidalu Emeagi
HR Intern

Omolade Ladipo
Programs Intern

Usman Gafar
Communications Intern

Victor Mabia
Partnership & Sustainability Intern

OUR VOLUNTEERS

Every year, about 100 volunteers support us in our various initiatives. Volunteering with us is an opportunity to be part of the biggest digital skills movement in Africa.

We are on a mission to create opportunities and platforms for Africans through digital skills empowerment and advocacy but, we cannot achieve this alone. We always need volunteers in data collection, project coordination, and program delivery.

If you would like to join us in making sustainable changes in your community, contact us to get more information on how to get started.

Contact Us

✉ info@tech4dev.com

🌐 www.tech4dev.com

f Ⓘ @Tech4Dev 🐦 @Tech4DevHQ

Office Address

Lagos

No. 7 Omo Ighodalo Street, Ogudu GRA, Ogudu, Lagos

Abuja

No 9, Tema Street, Wuse Zone 6, Abuja

Netherland

Joop Geesinkweg 501, 1114AB Amsterdam-Duivendrecht

United States

110 W Randol Mill Road Sate 240 Arlington Texas 76011

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This document was designed and written by Technology for Social Change and Development Initiative