

TECH4DEV



Impact Report

2023

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Co-Founders' Note



As we reflect on the transformative year of 2023, we are filled with immense pride and gratitude for the strides we've made in bridging the digital divide across Africa. In today's rapidly evolving job market, the importance of digital skills and adaptability cannot be overstated, and Tech4Dev has risen to meet this challenge head-on.

Our Impact in Numbers

12

Implemented
Programs

331,199

Total Reach
(All Programs)

764

Fellows engaged
in advocacy

ADVOCACY

22,710

Beneficiaries

46,480

Direct
Beneficiaries

358

Schools
Reached

76.2%

intermediate level trainees
employed

BASIC SKILLS

12,771

Beneficiaries

384

Dedicated Volunteers
and Instructors

15

Focal
Countries

45

Non-Target
Countries

58

Partners

INTERMEDIATE SKILLS

5,679

Beneficiaries

Empowering Women in Tech

80%

We're committed to addressing gender disparities in the tech industry. Our efforts resulted in an inspiring 80% female participation rate across our programs, a testament to our dedication to empowering women with technology.

Adapting to Market Trends

As the demand for skilled workers rises, we've aligned our initiatives with key market trends:


Digital Skills Focus:

We're providing accessible avenues for digital skill acquisition, particularly for underrepresented communities.


Soft Skills Development:

Recognizing the importance of well-rounded professionals, our programs combine technical training with essential soft skills.


Lifelong Learning:

We're creating sustainable learning ecosystems that encourage continuous growth and adaptation.

Looking Ahead

While we celebrate our achievements, we recognize that our journey is ongoing. The digital divide persists, and technology continues to evolve. We remain committed to:

- Providing free digital skills training to marginalized communities
- Supporting technology focused entrepreneurial ventures.
- Advocating for equitable access to opportunities and resources
- Expanding our reach to those most in need
- Research and policy development initiatives

A Note of Gratitude

None of this would be possible without the unwavering support of our partners, donors, volunteers and the Tech4Dev core team. Your belief in our mission has been instrumental in transforming lives and communities across Africa.

As we move forward, we invite you to continue this journey with us. Together, we are not just bridging the digital divide; we are building a future where technology empowers all, regardless of background or circumstance.

Thank you for being an essential part of the Tech4Dev family.

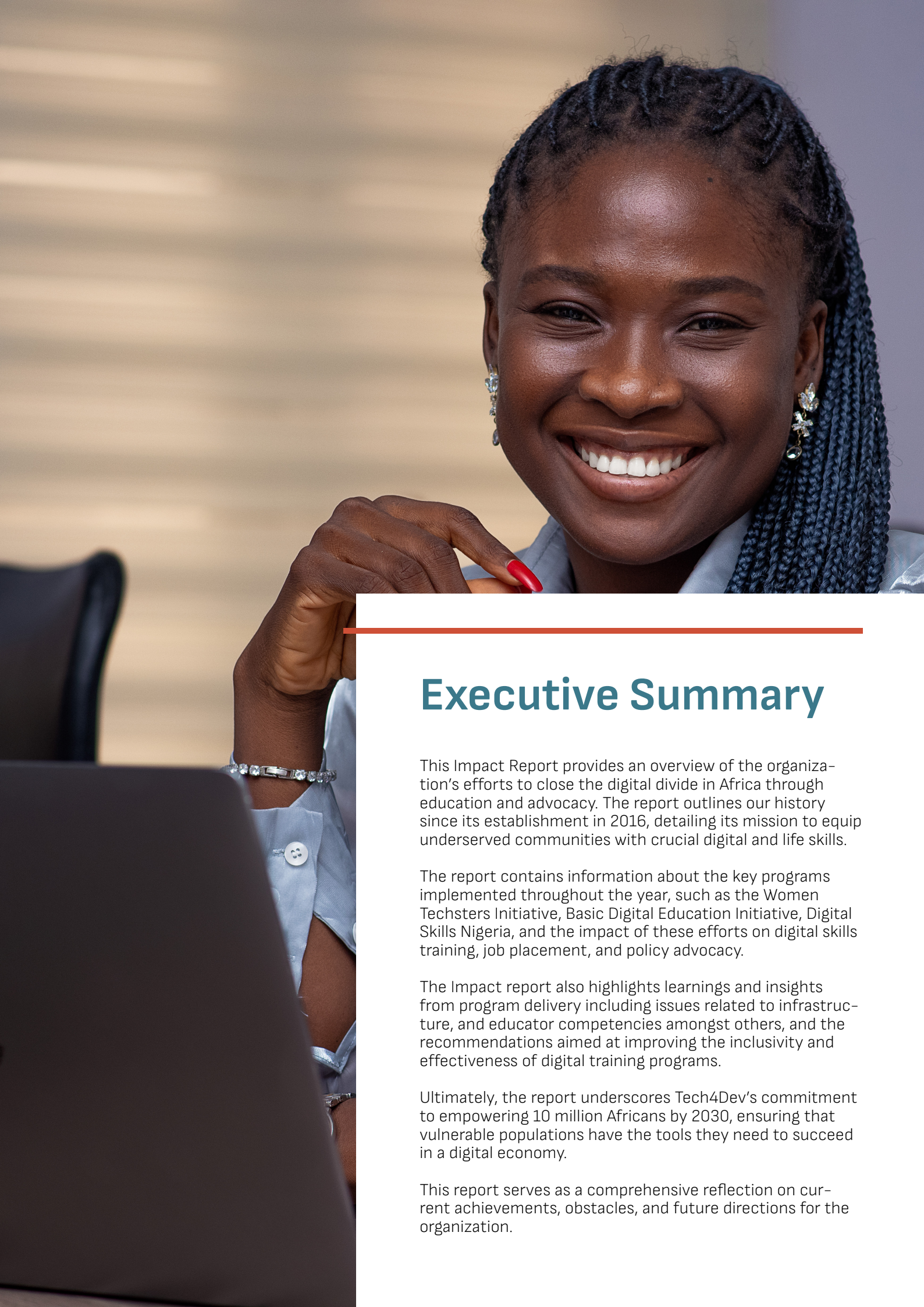
With heartfelt appreciation and optimism for the future,



**Oladiwura
Oladepo**



**Joel
Ogunsola**



Executive Summary

This Impact Report provides an overview of the organization's efforts to close the digital divide in Africa through education and advocacy. The report outlines our history since its establishment in 2016, detailing its mission to equip underserved communities with crucial digital and life skills.

The report contains information about the key programs implemented throughout the year, such as the Women Techsters Initiative, Basic Digital Education Initiative, Digital Skills Nigeria, and the impact of these efforts on digital skills training, job placement, and policy advocacy.

The Impact report also highlights learnings and insights from program delivery including issues related to infrastructure, and educator competencies amongst others, and the recommendations aimed at improving the inclusivity and effectiveness of digital training programs.

Ultimately, the report underscores Tech4Dev's commitment to empowering 10 million Africans by 2030, ensuring that vulnerable populations have the tools they need to succeed in a digital economy.

This report serves as a comprehensive reflection on current achievements, obstacles, and future directions for the organization.

About Tech4Dev



Technology for Social Change and Development Initiative (Tech4Dev) is a non-profit organization, dedicated to creating economic livelihood and prosperity opportunities for low-income and marginalized groups through digital skills empowerment and advocacy. At Tech4Dev, we believe in the power of technology to change lives. Our mission is to empower vulnerable and marginalized groups in low-income communities across Africa by providing free, in-demand digital skills and connecting them with employment opportunities locally and globally. Additionally, we support their entrepreneurial aspirations by providing access to resources to bring their business ideas to life

Our core objectives are centered around the following:

- To provide access to meaningful and fulfilling decent work to enhance economic empowerment and sustainability and improve livelihoods.
- To foster economic prosperity and reduce poverty by providing access to free digital skilling opportunities.
- To close inequality gaps (especially gender inequality gaps) by providing equitable access to opportunities and resources for marginalized, vulnerable and under-resourced communities.
- To promote economic growth through entrepreneurship by providing the right support structure and resources for youth to start and grow highly scalable technology and technology-enabled businesses.
- To drive awareness on the importance of digital literacy and participation in digital economy through advocacy campaigns targeting youth, guardians and societal leaders, and promote inclusive policies through active government engagement and support

Vision



To enable economic prosperity for low-income and marginalized communities through technology skills.

Mission



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

2023 Impact Summary



331,199

Total Reach

20,265

Beneficiaries
(Skilling Programs)



76.2%

Job/Internship
Placements



8-40

Age Range Of Bene-
ficiaries



213

Instructors Engaged



171

Volunteers Engaged



358

Schools Reached
Through Advocacy



15

Focal Countries
Reached



20/80

Male/Female
Beneficiaries
Distribution



45

Non-Target Countries
Reached

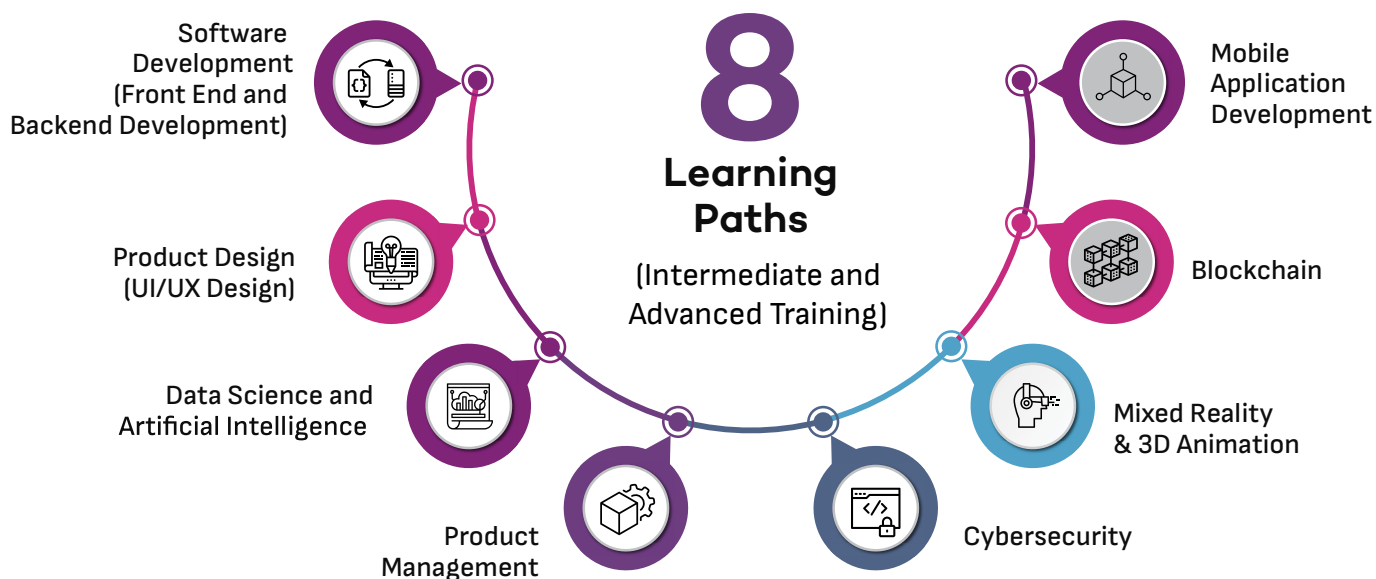
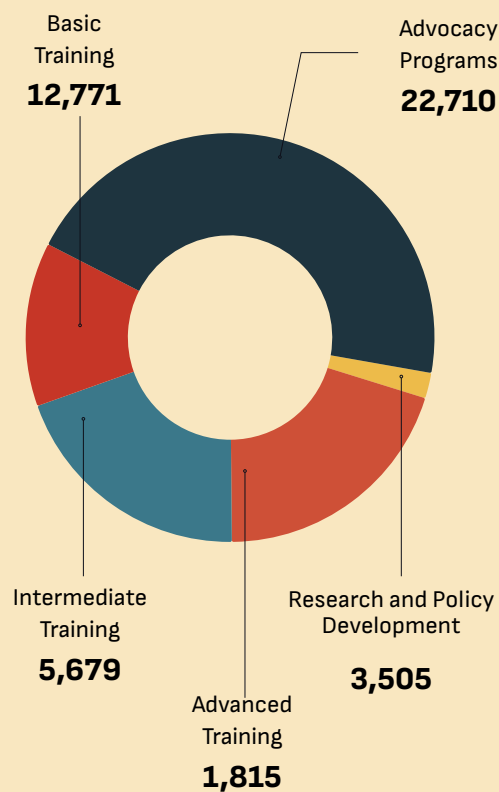
2023 At A Glance

15

Target
Countries
Reached

Nigeria, Ghana, Kenya, Egypt, South Africa, Ethiopia, DR Congo, Tanzania, Uganda, Algeria, Sudan, Morocco, Angola, Mozambique, and Madagascar

PROGRAMS STATISTICS



2023 At A Glance Cont'd

Advocacy Programs

01 Tech Girls Drive

02 Women Techsters Open Day

Research and Policy Development

01 State Level Inclusive Digital Access Program (NESG)

Basic Training Programs

01 Basic Digital Education Initiative

02 Nigerian Army School of Signals Digital Skills Training

03 American Tower Corporation Digital Communities Project

04 Digital Skills Nigeria (Basic Digital Skills Training)

Intermediate/Advanced Training Programs

01 Women Techsters Bootcamp

02 Women Techsters Masterclass

03 Women Techsters Fellowship

04 Digital Skills Nigeria (Intermediate Digital Skills training)

05 Ekiti State Digital Skills Academy (EDSA)



Programs Executed In 2023



Our programs fall under two major umbrellas: core programs and partner programs we implement in partnership with other organisations/funders. These programs are categorised into advocacy, basic and intermediate programs. Our flagship program is the Women Techsters Initiative, with 5 subprograms that fall under advocacy and intermediate technical skilling programs.

Our intermediate technical skilling programs focus on at least five core technical skills and relevant soft skills training, while our basic programs focus solely on basic digital literacy skills and online safety.

We have outlined below an overview and highlighted key numbers from these programs.



OUR PROGRAMS —

01

Women Techsters Program



The Women Techsters program is Africa's largest free women-only digital skills program. It is a free advocacy and technology upskilling experiential program for women and young girls between the ages of 10 and 40 years in low-income communities across Africa. The initiative is delivered through two major approaches; advocacy and training programs.

The program aims to bridge the digital knowledge divide between men and women in the technology ecosystem and enable equal access to decent work opportunities.

In 2023, we expanded the program's reach into 10 more countries from the initial 5 (Nigeria, Ghana, Egypt, Kenya and South Africa) in 2022. This year, our target countries were Nigeria, Ghana, Egypt, Kenya, South Africa, D.R. Congo, Ethiopia, Morocco, Madagascar, Mozambique, Uganda, Tanzania, Algeria, Angola, and South Sudan. Our footprint extended outside our target countries into 45 non-target countries.

Programs under the Women Techsters Program

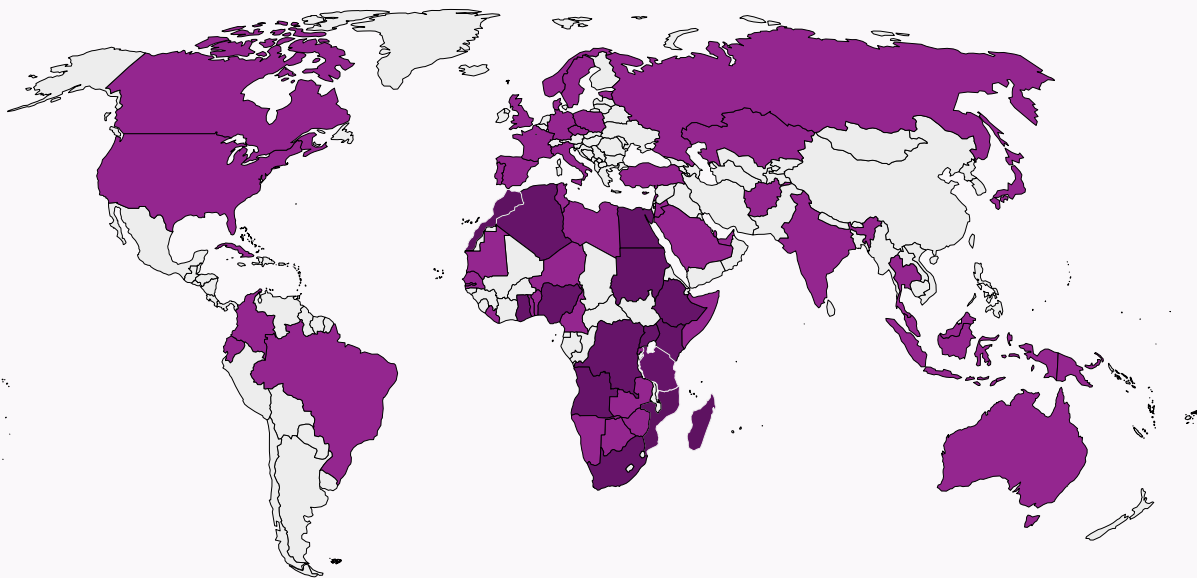
Advocacy Programs

- Tech Girls Drive
- Open Day

Training Programs

- Bootcamp
- Fellowship
- Masterclass

Our Footprint



Targeted Countries Reached:

Nigeria, Ghana, Egypt, Kenya, South Africa, D.R. Congo, Ethiopia, Morocco, Madagascar, Mozambique, Uganda, Tanzania, Algeria, Angola, South Sudan

Non-Targeted Countries Reached:

Australia, Czech Republic, Liberia, Benin Republic, Estonia, Libya, Brazil, France, Lebanon, Botswana, India, Malawi, Cameroon, Indonesia, Malaysia, Canada, Jordan, Niger, Chad, Namibia, Netherlands, Central Africa Republic, Gambia, Portugal, Colombia, Germany, Russia, Cyprus, Lesotho, Rwanda, Saudi Arabia, United States, Senegal, Zambia, Somalia, Zimbabwe, Sudan, Ukraine, Sweden, UAE, Tunisia, India, Turkey, Mexico, and United Kingdom.

Tech Girls Drive

ADVOCACY PROGRAM

ABOUT THE PROGRAM

The TechGirls Drive is an onsite grassroots advocacy campaign designed to raise awareness and cultivate interest among girls aged 10 to 20 in pursuing technology careers. It serves as an initial touchpoint for young girls who will eventually contribute to Africa's technology ecosystem.

This year, in partnership with Action Health Incorporation and Urban Shelter, the team carried out an advocacy drive to commemorate International Women's Day. The drive was targeted at raising awareness of STEM, providing support for young girls in schools, and promoting gender equality by educating young girls and women about the importance of digital skills and their role in promoting gender equality in the digital age.

In commemoration of the International Day of the Girl-child, with our team of volunteers, 2023 Fellows and Tech4Dev team members, we carried out a month-long advocacy campaign targeted at schools, communities and religious centres in October.

PROGRAM STATISTICS (2023)



111

Schools
Reached



18,712

Girls
Reached



23

Communities
Reached



8

Countries
Reached



241

Volunteers
Engaged

Countries Reached through the Tech Girls Drive



Open Day

ADVOCACY PROGRAM

ABOUT THE PROGRAM

The Open Day virtual advocacy events, serves as a platform where young women learn, get inspired, and are encouraged to participate in technology by women role models who have careers in technology. Through their shared stories, we demystify the barriers and unfounded ideologies that hold African women back by showing them new possibilities through role modelling.

This year, we hosted 14 Open Day sessions with panel sessions comprising of 53 guest speakers who are women in mid to senior level roles within various tech fields across the globe. The conversations revolved around how to start and sustain a tech career or build a technology business in whatever niche you are interested in. Attendees got first-hand information about kickstarting digital careers and the next steps.

PROGRAM STATISTICS (2023)



3,998

Attendees



14

Sessions
Held



56

Countries
Reached



53

Speakers
Engaged

ABOUT THE PROGRAM

Bootcamp

TRAINING PROGRAM

The Women Techsters Bootcamp, is a 3-week structured program designed to impart introductory and foundational knowledge in 5 learning tracks; Software Development, Product Design, Product Management, Cybersecurity and Data Analysis. It is an intensive and beginner-friendly digital skill training facilitated by experienced technology facilitators across Africa.

PROGRAM STATISTICS (2023)



6

Cohorts



5,720

Trained
Beneficiaries



4,497

Certified
Beneficiaries



25

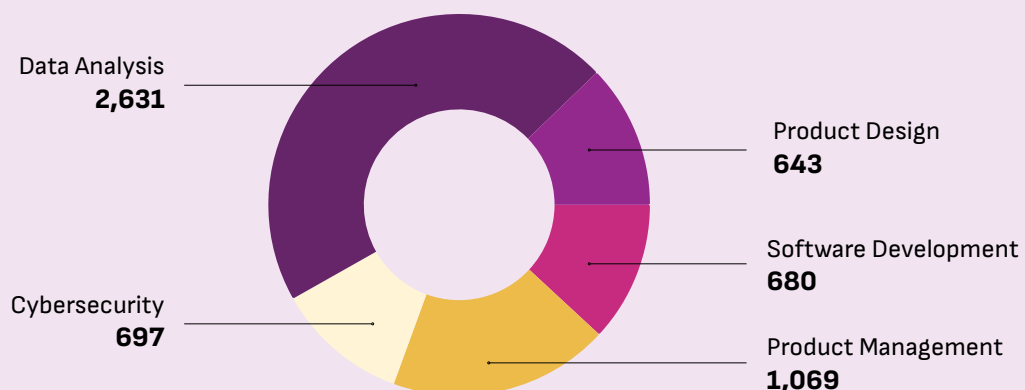
Countries
Reached



5

Learning
Tracks

Beneficiaries Across Learning Track



ABOUT THE PROGRAM

Fellowship

TRAINING PROGRAM

The Women Techsters Fellowship is a comprehensive 1-year program divided into two phases: the first 6 months focuses on in-depth technical training, while the last 6 months provides practical work experience, that includes opportunities for internships, volunteering, freelancing, entrepreneurship, and mentoring. This ensures that participants gain real-world experience and can apply their newly acquired skills in real world scenarios.

PROGRAM STATISTICS (2023)



1

Cohort



8

Learning Tracks



1,398

Completed
Training



854

Certified
Beneficiaries



76.2%

Beneficiaries
on Internship



27

Country Reached
(Registration Inflow)



15

Country
of Focus

ABOUT THE PROGRAM

Masterclass

TRAINING PROGRAM

To further support advanced learners, the Masterclass program offers 2–3-day specialized training sessions. These Masterclasses provide in-depth knowledge and advanced skills. This year, we hosted three masterclasses in Blockchain, Cybersecurity and Data Science.

PROGRAM STATISTICS (2023)



3

Sessions



3

Learning
Tracks



171

Trained
Beneficiaries



12

Countries Reached
(Registration Inflow)

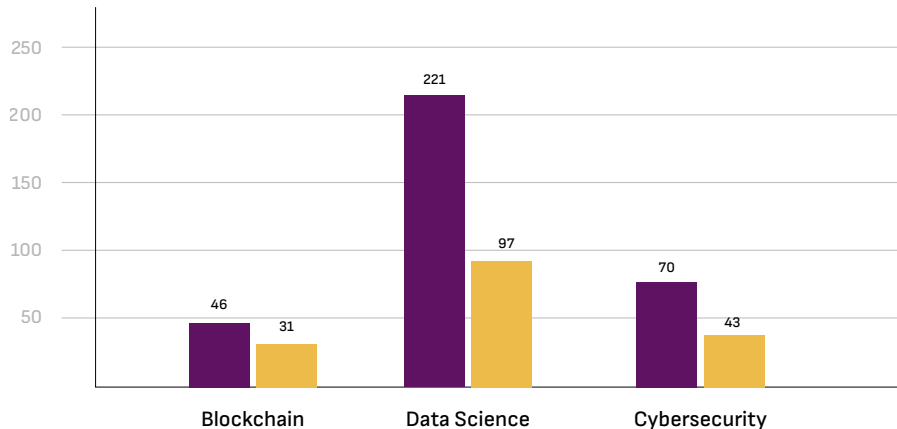


15

Country
of Focus

Beneficiaries Statistics

Registered
Attended





OUR PROGRAMS —

02

Basic Digital Education Initiative (BDEI)





Basic Digital Education Initiative (BDEI)

TRAINING PROGRAM

ABOUT THE PROGRAM

The Basic Digital Education Initiative is an experiential learning computer education and STEM program aimed at training public school students across Africa. This year, we teamed up with ADM Cares to implement the program in Lagos, Ogun and Oyo States in Nigeria. We employed a train-the-trainer model, where we delivered the training to the teachers, who were then tasked with the responsibility of redelivering to their students. This approach ensures capacity building for both the teachers and the students.

The curriculum encompassed a range of topics, including basic computer literacy, integrating digital tools into teaching etc. The sessions were designed to be interactive and hands-on, providing teachers with practical skills that could be immediately applied in their classrooms.

Each training day consisted of a blend of theory and practical exercises. Training was divided into modules, with breaks for collaborative activities. The interactive nature of the sessions encouraged active participation and knowledge sharing among teachers from different disciplines.



PROGRAM STATISTICS (2023)



181

Trained Teachers



132

Schools Reached



71

Female Participants



PARTNER PROGRAMS —

03

NASS Basic Digital Skills Training



NASS Basic Digital Skills Training

ABOUT THE PROGRAM

The NASS Basic Digital Skills Training was specially designed to equip soldiers in Nigerian Army School of Signals with relevant and applicable digital skills necessary to enhance their productivity. This would enable them gain mastery of the techniques and theories of the skillset needed to survive within a digital economy and environment.



PROGRAM STATISTICS (2023)



362

Beneficiaries



33

Female
Participants



329

Male
Participants



PARTNER PROGRAMS —

04

**American Tower
Corporation Digital
Communities (Nigeria)**





American Tower Corporation Digital Communities (Nigeria)

ABOUT THE PROGRAM

The Digital Communities are digitally connected spaces equipped with devices, internet access, and resources tailored to provide basic digital literacy and financial literacy, with the overarching aim of improving the quality of life in underserved communities. These centers serve as hubs for fostering digital citizenship, promoting digital equity, and ensuring access to essential digital resources for low-income communities where the Digital Communities are located.

The ATC DCs project introduces young beneficiaries with little or no prior digital skills to introductory digital literacy.

PROGRAM STATISTICS (2023)



7,663

Beneficiaries



6,714

Graduated
Beneficiaries



48.3%

Female
Participants





PARTNERS PROGRAMS —

05

State Level Inclusive Digital Transformation Project



State Level Inclusive Digital Transformation

ABOUT THE PROGRAM

The State Level Inclusive Digital Transformation Project is funded by the Foreign Commonwealth and Development Office (FCDO) and is designed to bridge the digital skill gap by delivering relevant and applicable digital skills to Civil Servants in Nigeria.

The program goal is to introduce 10,000 civil servants with little or no prior digital skills knowledge to basic digital literacy skills to help bridge the digital divide within the public sector. Equipping the civil servants with digital skills gives them the knowledge and skills needed to adopt and work effectively with digital tools in the workplace.

PROGRAM STATISTICS (2023)



2,369

Beneficiaries



5

States
Reached



1,073

Female
Participants



1,296

Male
Participants



PARTNER PROGRAMS —

07

**Digital Skills
Nigeria (DSN)**





Digital Skills Nigeria (DSN)

TRAINING PROGRAM

ABOUT THE PROGRAM

Digital Skills Nigeria (DSN) is an initiative of Microsoft implemented by Tech4Dev to support the Nigerian government in its efforts to provide technology-focused skilling and employment services that align with in-demand skills to Nigerians. The program aims to give young Nigerians, ages 16–35, the chance to learn digital skills (from basic digital literacy to advanced training). DSN is implemented as a collaboration between Microsoft, The Federal Ministry of Communication and Digital Economy, Tech4Dev and other private and public sector stakeholders.

The Basic digital literacy component of the program focuses on introducing learners to basic digital skills like working with computers, collaborating online, creating and managing digital content etc.

The advanced training enables participants to access advanced courses to enhance their skill set and attain specialized certifications. Participants stand a chance to receive a free voucher for any of the available Microsoft advanced courses upon passing our mock exams and attending the preparatory classes. Ultimately, the advanced certification voucher plays a pivotal role in fostering a skilled and competitive workforce, aligning with the broader goals of Digital Skills Nigeria in preparing individuals for the demands of the modern digital economy.

The Microsoft Advanced courses covered under this program include:

- Azure Data Scientist (DP-100)
- Azure Security Engineer (AZ-500)
- Azure Administrator (AZ-104)
- Azure DevOps Engineer (AZ-400)
- Power BI Data Analyst (PL-300)
- Microsoft Identity and Access Administrator (SC-300)
- Microsoft Azure AI Fundamentals (AI-900)

PROGRAM STATISTICS (2023)

6,475

Beneficiaries
(Basic Digital Literacy)

1,815

Beneficiaries
(Advanced training)

7

Advanced specialized
courses

463

Beneficiaries recieved-
Vouchers



PARTNER PROGRAMS —

08

**Ekiti State Digital Skills
Academy (EDSA)**



ABOUT THE PROGRAM

Ekiti State Digital Skills Academy (EDSA)

TRAINING PROGRAM

The Ekiti State Digital Skills Academy (ESDA) is an initiative designed to provide youths in Ekiti state with the technology and soft skills competence needed to access local and global job market opportunities.

Impact outcomes for the initiative include a reduction of unemployment amongst the youth population and increasing economic inflow for Ekiti state. The training is targeted at 500 beneficiary residents in Ekiti State.

PROGRAM STATISTICS (2023)


4

Learning
Tracks


500

Admitted
Beneficiaries


332

Trained
Beneficiaries

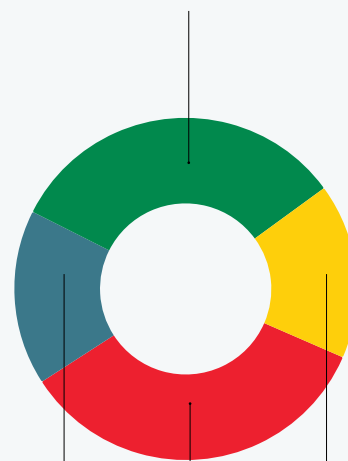

157

Graduated
Beneficiaries


33

Job and
Internship Placement

Software Development
(Backend Development)
114



Software Development
(Frontend Development)
55

Product Management
108

Product Design
55



PARTNER PROGRAMS —

09

Research and Policy Development



State Level Inclusive Digital Access Program (Edo and Lagos)

ABOUT THE PROGRAM

In 2023, our work in digital economy saw us provide capacity building in research, thought leadership and strategy development across Lagos and Edo States. We worked closely with various stakeholders across public and the organized private sectors, alongside civil society organizations to build the needed capacity for the digital economy sector in both states.

Such technical skills and thought leadership increased the capacity of participants to co-create different strategy frameworks and action plans for inclusive digital economy, e-government, broadband and right of way policy implementation, as well as action plan and implementation.



Program Outcomes

01

Capacity building via digital literacy training for the Government stakeholders and CSOs

02

Created 2 Digital Jobs Policy Playbooks

03

Developed 2 frameworks for E-governance solutions

Insights and Learnings from our Programs



Throughout our initiatives aimed at advocating for and imparting digital skills to low-income communities, we've encountered several recurring challenges and gained invaluable insights. These insights not only shed light on the unique circumstances of the communities we serve but also highlight the necessity for tailored approaches in digital skills development. Here are some key learnings:

01. Infrastructure and Device Accessibility:

Access to reliable internet connectivity and appropriate devices remains a significant barrier to digital skill acquisition. Many beneficiaries we work with face challenges related to unstable power supply, limited internet connectivity, and lack of access to devices such as computers and laptops. For example, access to devices is one of the prerequisites for participation in the Women Techsters Bootcamp and Fellowship because they are both virtual and instructor-led programs.

On average, 22% of applicants who apply to the Bootcamp program do not qualify to participate because they lack access to devices. As a program designed to provide inclusion and participation for marginalized demography, solving this challenge will exponentially scale and deepen the training impact by allowing women and girls with low economic capacity access to digital skills training.

Before implementing the Basic Digital Education Initiative (BDEI), our research into the availability of devices in about 132 primary and secondary schools in Lagos, Oyo and Ogun states in Nigeria, revealed that 20 out of the 84 schools sampled in

Lagos and Ogun had some devices, but they lacked stable power supply, internet connectivity and adequate budget to cover alternative source of power supply for a full school term at a stretch. So, inevitably, these devices are locked up and remain unused. The underlying causes are the high cost of internet connectivity and the intermittent power supply issues faced across Nigeria, especially in the rural communities.

Another major challenge the teachers we trained for the ToT highlighted was the inadequate number of devices to cater for the population of the school and this inhibits their efforts to properly introduce their students to digital literacy. For example, about 7 out of the 13 schools where we implemented the program had less than 10 devices. One of the schools had the highest number of devices (35) out of the 13 schools reached. They are however plagued with intermittent power supply and lack of internet connectivity. This reveals a multi-layered problem and without addressing these foundational issues, efforts to impart digital skills are severely hampered.



02. Basic Computer Studies Curriculum and Teacher Competency

Our review comparing the basic computer studies curriculum provided by the Nigerian Educational Research and Development Council (NERDC) with those used in other countries revealed that Nigerian school curricula are on par with the required learning content for Basic Digital Literacy (BDL) for secondary schools.

However, a critical insight from the baseline and endline surveys conducted as a precursor to the BDL program highlighted a significant challenge: teachers' low-level expertise and technical know-how in delivering basic digital literacy skills. Of the 992 teachers who took the BDL test to certify their basic digital literacy level, only 34.88% passed the baseline test. This deficiency greatly impacts the effectiveness of digital skills education, as teachers are essential to the learning process. Without proper training and resources, they struggle to impart essential digital knowledge to their students.

After providing basic digital literacy training through train-the-trainer sessions, the failure rate decreased from 65.12% to 22.04%, with 77.96% passing the endline surveys. This significant improvement demonstrates that building teachers' capacity through hands-on training greatly enhances their technical capabilities, enabling them to effectively deliver basic digital literacy education to their students.



After providing basic digital literacy training through train-the-trainer sessions, the failure rate decreased from 65.12% to 22.04%, with 77.96% passing the endline surveys.

03. Literacy Barriers:

Beyond digital literacy, basic literacy skills are fundamental prerequisites for effective learning. However, many individuals in underserved communities face challenges related to literacy, including difficulties in comprehension. While implementing the ATC Digital Community (DC) project, we realized that some of the beneficiaries have limited reading and writing skills, which hindered their ability to fully engage and benefit from the digital skills training program. For example, this was evident in DCs in places like Oye-Ekiti in Ekiti state, Adeta in Kwara state, Numan Yola Road Deuisa LGA in Adamawa state or DCs in core northern states and other rural communities. These categories of beneficiaries find it difficult to comprehend lessons using English language during training delivery and most facilitators resort to the local dialect to break down certain concepts and deliver lessons. This limits the amount of information they can pass across to the students. Addressing these literacy barriers is essential for ensuring that participants can fully engage with and benefit from digital skills training programs.

04. Trends in Areas of Specialization Among Applicants

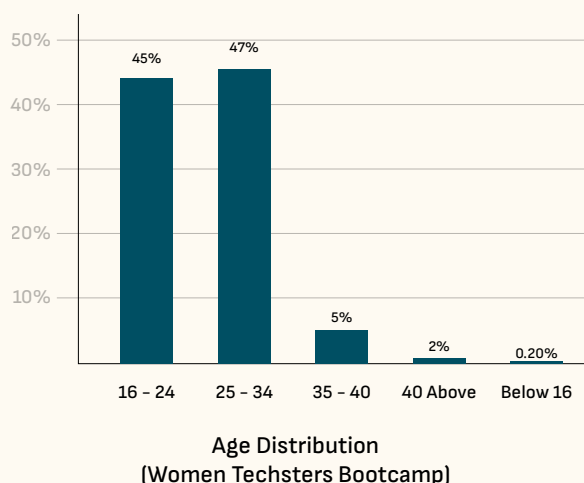
Insights gleaned from our programs reveal a clear trend in the areas of specialization participants choose to learn. In the Women Techsters program, for instance, Data Analysis and Data Science top the list of preferred digital skills. Among the 29,540 applicants, 36% chose to learn Data Analysis, followed by 17% opting for Product Management.

A similar pattern is evident in the Fellowship program, where 32% of the 854 learners were in the Data Science and Artificial Intelligence track. In contrast, the 3D and Mobile Application tracks had the least participation, each with only 2%.

These findings indicate that Data Science and Artificial Intelligence are the most sought-after digital skills among learners, followed by Product Management and Product Design.

05. Age Distribution Among Program Applicants

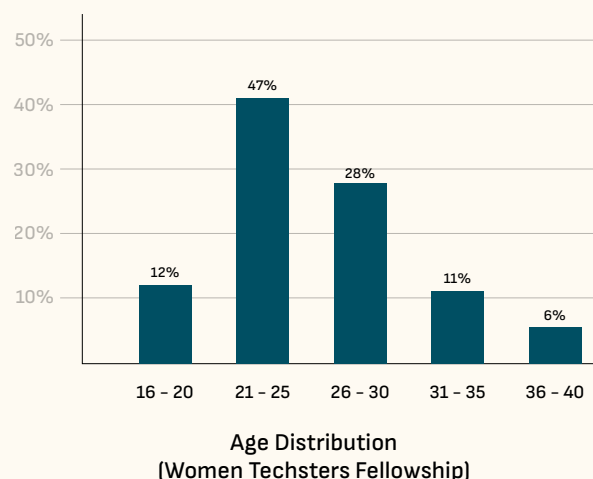
The age distribution among beneficiaries of our programs varies across different training levels. In our Basic Digital Literacy (BDL) programs, the majority of participants were within the 16–19 age range (73.51%), followed by those aged 34 and above (14.69%). Most participants in the 34 and above age range were civil servants, as several programs implemented in 2023 focused on capacity building for MDAs with basic digital skills to improve efficiencies within their ministries and departments.



For our intermediate-level training programs, we observed a higher participation rate from the youth demographic. Data from the Women Techsters Bootcamp shows that 92% of applicants were within the 16–34 age range.

Similarly, for the Fellowship program, 71% of applicants were within the 21–30 age range.

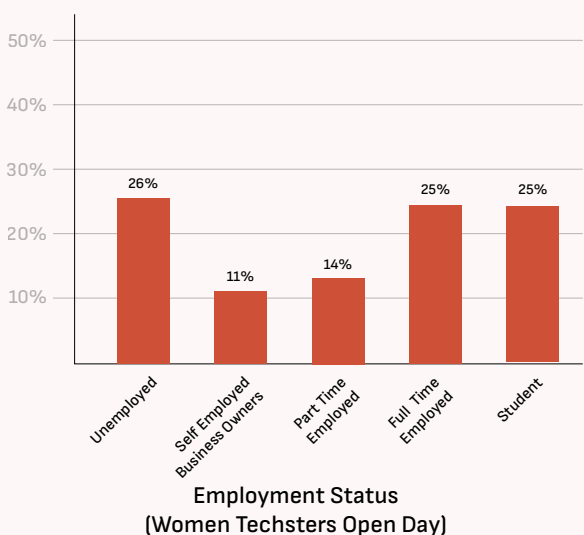
These trends reveal that young people are particularly inclined towards learning digital skills for career advancement and to increase their earning potential.



06. Employment Status and Interest in Digital Skills

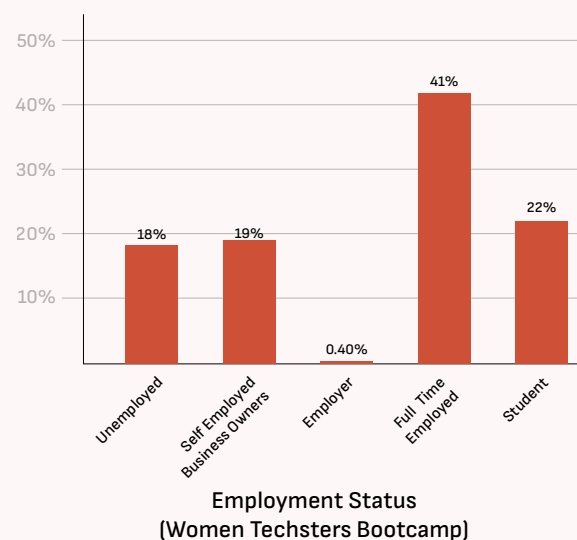
Data collected from our Women Techsters programs provide valuable insights into the employment status of applicants, shedding light on their motivations for pursuing digital skills.

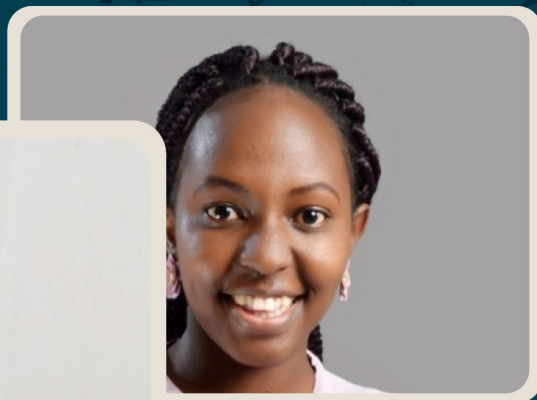
In our advocacy program, the Open Day, the highest number of applicants were unemployed (26%), followed closely by those employed full-time (25%) and students (24%).



A similar trend emerged in our training programs. Data from the Bootcamp revealed that about 41% of applicants were employed, 22% were students, and 18% were unemployed.

From this data, we can infer that the individuals most interested in exploring tech as a career pathway are often unemployed, underemployed, or seeking opportunities to upskill. Additionally, students are keen to gain direction for potential career pathways in the tech industry.





Impact Stories





Christiana Balogun

Women Techsters Bootcamp
Class of '23

Product Management
Nigeria ■ ■

I am a single parent of two adorable twin girls in Lagos, Nigeria. Currently, I am pursuing my HND in Business Administration and Management at Yabatech, all while exploring the tech space for opportunities to fulfil my dream of becoming a successful businesswoman. Eight years ago, at the age of 17, I became a mother right as I was about to reach the pinnacle of my academic journey. Despite facing societal discrimination due to teenage pregnancy, I exhibited immense resilience and strength to overcome the challenges thrown my way, including battling suicidal thoughts.

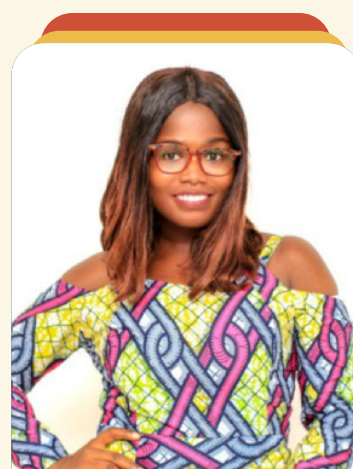
My tech journey began with the Women Techsters Open Day, where I applied for the Product Management track in the Women Techsters Bootcamp. The training, though challenging, provided me with valuable insights and skills in leadership, communication, coordination, problem-solving, and research. The training was comprehensive, but surprisingly, I found following the classes and learning more straightforward than I presumed.

I credit my success in the program to my thirst for learning and the comprehensive course structure that kept me engaged. Looking to the future, I aim to continue learning, build my career in product management, apply for the Women Techsters Fellowship, and volunteer with Tech4Dev to make a difference in the lives of others.

Celestine Tetteh

Women Techsters Fellowship
Class of '23

Data Science
Ghana 🇬🇭



Celestine Adom Tetteh is a resident of Accra, Ghana. From childhood, Celestine has always dared to be different, pushing herself beyond her boundaries and going after things that set her soul on fire, especially the things people and life try to discourage her from getting. This attitude motivated her to get a degree in Actuarial Science, a career path in Data Science. Growing up, Celestine noticed a trend of teenage pregnancies in her family and how this trend affected her father's stance on investing in a girl's education.

She started her tech journey in 2018, but quickly began to feel discouraged because she felt she started late compared to someone who started right from their undergraduate studies. Right after her first degree, she wanted to pursue an MSc. in Data Science but could not afford it. All the other opportunities she saw were equally expensive. But she kept pushing. In the middle of this, she came across the Women Techsters Fellowship.

Getting fully funded training in Data science was a dream come true for her, and although the training has been demanding, the experience has been super impressive. To her, this program feels like a four-year degree.

Prior to the Women Techsters Fellowship, she was working as a receptionist. In January 2023, almost a year after she got into the Women Techsters Program, her boss accidentally saw some projects she was working on, and weeks after, she was offered the role of a Data Analyst in the same organization. Celestine has seen great improvements in both technical and soft skills during the program. Currently, as a Data Analyst at a construction company.



Oluwaloseyi Olowoyo

Women Techsters Bootcamp
September 2022

Product Design
Lagos, Nigeria 🇳🇮

My name is Olowoyo Oluwaloseyi Glory. I am from Ondo state, I am the second out of four children. I had my first degree in Mass Communication from Lagos state University Ojo and I am currently running my Master's degree in Corporate communications at Rome Business School.

I decided to transition into tech in 2020 and my tech journey has been nothing short of excitement. I faced several challenges in my tech journey because I started off with learning on my own, so it was a bit difficult to get

past some design challenges I had, but I was able to overcome the challenges when I joined the Women Techsters Bootcamp.

My experience during the programme was nice and I really learnt a lot. It was a fun and knowledgeable experience for me. Tech4Dev has really helped me make progress in my career.

The training with Tech4Dev helped me understand so many design principles that I wouldn't have known about while self-learning. Currently, I work at CRC CREDIT BUREAU as a UI/UX Designer.



Simegn Legesse

WT Bootcamp (Cohort 2.0)
WT Fellowship Class of 2023

Data science
Ethiopia 🇪🇹

Simegn got to know about Tech4Dev through social media and signed up for the Women Techsters Bootcamp. The Bootcamp training was a fantastic experience for her, and as a result, she was inspired to further her Tech career.

After the Bootcamp, she signed up for the Women Techsters Fellowship because the focus areas and objectives matched her interest. She got admitted to the Data Science learning track after a rigorous screening.

During the duration of the program, Simegn faced various challenges, primarily because her location became a war zone and required her and her family to move to an IDP camp for a while.

When Simegn finally returned to her home, her laptop had been taken by terrorists who also destroyed the network facilities within her area. She had to go to great lengths to scout for network to be able to join classes and participate in her group activities. She had to rely greatly on the support of her colleagues in the Fellowship and her facilitator who were very instrumental in helping her see the Fellowship program to the end.

As a result of the nature of her job as a Lecturer, Simegn plans to help her community through volunteer activities. She also plans to maximize the knowledge gained during the training by engaging in further studies and participating in workshops and presentations.

Oluwabusayo Aseto

Women Techsters Fellowship
Class of '23

Cybersecurity
Nigeria ■ ■



I am Oluwabusayo Aseto, a graduate of Yaba College of Technology with a Higher National Diploma in Computer Science. Despite coming from a family where education wasn't highly valued, my mother's love for education inspired me to strive for a difference. I worked hard to sponsor my National Diploma and Higher National Diploma.

During my final year, I discovered my passion for Cybersecurity and decided to pursue it further. I enrolled for Network+ at New Horizon Ikeja and

later received a scholarship for a BSc in Cybersecurity at EC-Council University in 2021. Unfortunately, I couldn't continue my degree due to financial constraints.

It was during this time that my mentor informed me about the Women Techsters Fellowship application. Intrigued by the opportunity it presented, I applied for the Fellowship, considering my interest in Cybersecurity.

The Women Techsters Fellowship has been a pivotal experience on my path to success. Within two months of the training's commencement, I obtained my first global certificate—the Certified in Cybersecurity. The Fellowship provided me with the courage, knowledge, and skills to excel in my Certified in Cybersecurity exam and subsequent interviews.

Some of my proudest moments stem from my time in my Cybersecurity training during the Women Techsters Fellowship, my internship at Infoprive, and the day I received my employment letter as a Cybersecurity Offense Analyst at Esentry.

Moving forward, I am eager to pursue a master's degree in Cybersecurity and contribute to the cybersecurity community by mentoring young techies in the field.

Nkamogeleng Bogopa

Women Techsters Bootcamp
Class of '23

Software Development
South Africa 🇿🇦



I initially came across the advertisement of the Women Techsters Fellowship on Twitter. At the time, I felt a bit stuck in my quest to advance my tech skills and further my knowledge. With a sense of optimism, I decided to apply and was pleasantly surprised when I received an acceptance.

I was genuinely excited, as I had doubts about being accepted given my lack of software development skills.

Participation in the Women Techsters Fellowship program sharpened my hard work, it has opened my eyes beyond South Africa and expanded my technical skills. It created the foundation for me to learn Software Development and I have learned a lot and even created a few landing pages.

I currently work as the Head of Base Management and Customer Experience at Vumatel ISP, a telecommunications company specializing in the provision of prepaid fiber services. I have transitioned from a state of dependence on my parents to becoming the primary provider.

My parents have exerted tremendous effort and dedication to empower me to achieve independence as a self-reliant individual. My dream was always to help them retire softly and I am delighted to make it happen. Thank you so much, Tech4Dev for the life-changing opportunity.



Joy Kareko

**Women Techsters Fellowship
Class of 2023**

**Data science & AI
Kenya** 🇰🇪

My name is Joy Kareko, and I am from Nairobi, Kenya. I am the firstborn of a family of 3. In my family, it's just my mother, me, and my brother. Before Tech, I worked in the finance industry as a benefits consultant. I was in this field for six years, but in 2021, I got an opportunity to transition to Data Science.

I found out about the Women Techsters Fellowship through an international job advertisement site, and I decided to apply for the training because,

after deciding to switch careers, I assessed my skillset to figure out my options and realized that I had a skills gap. When I applied for the fellowship, there were no other programs with free tuition that were as promising.

My favorite thing about the training was how beginner-friendly it was. I understood the importance of starting at the bottom while navigating a new career. Although the program was beginner-friendly, the curriculum was robust and rich.

Another perk of the Women Techsters fellowship was the community. Being around a community of diverse yet focused women enriched me because I had the opportunity of interacting a lot with these women during group projects and assignments. Looking back, the support I got made me move forward and encouraged me to do more. After the fellowship, I continued to learn and build my skills, and eventually, I landed a role in the fintech industry.

Shimma Mohammed

**Women Techsters Fellowship
Class of '23**

**Product Design
Egypt** 🇪🇬



Shimaa Mohammed had a relatively straightforward childhood growing up as an only child until she was 13 years old. Her parents were working in Saudi Arabia during this time, so that's where she spent most of her early years. However, when her family moved back to Egypt, she found it to be a significant cultural shift since she'd lived in Saudi Arabia for so long.

After she graduated in Computer Engineering, she began to learn about graphics designing due to her love for drawing and painting. Eventually, Shi-

maa developed an interest in UX after a friend suggested her background in engineering, love of reading, and diploma in psychology made her a good fit for the Product Design field.

This focus led her to transition from Graphics Design to Product Design, which took her a year and included several courses from Google and Coursera, earning a Google certificate, and participating in the Women Techsters Fellowship program.

During the Women Techsters Fellowship training, Shimaa worked on various projects, including an app for walking that she worked on with her team members. She also created an app that connects vets with animal lovers who would love to adopt pets.

Shimaa's focus and determination to learn paid off when she received an offer from a company for an internship in Graphics Design. However, Shimaa used the opportunity to share her experience with the Women Techsters Fellowship and explained what she'd learned. With her years of experience in Graphics Design and interest in Product Design, the company accepted her as a full-time Graphics Designer and Product Design intern so that she could gain more experience in the field.



Fadwa Fuad

**Women Techsters Fellowship
Class of '23**

**Mobile development
Sudan** 

Fadwa is a Software Engineer that resides in Khartoum, Sudan. She is a graduate of Software Engineering from the Computer Science College. Fadwa decided to pursue tech while she was still in Secondary School when she took an interest in tech and, as a result, applied for and got an admission to Computer Science College.

When the Coronavirus pandemic hit and forced everyone into lockdown, Fadwa decided to streamline her tech journey. She focused on Mobile De-

velopment as her Software Engineering track and took online courses to improve her knowledge. However, it was not long before she started struggling. She got stuck on how to proceed and needed guidance or a community to help improve her skills and aid her learning. At this point, her friend from Kenya shared the Women Techsters Initiative opportunity with her.

When asked what the Women Techsters Fellowship meant to her and how it has impacted her life, Fadwa said, "This opportunity came at the point I needed it the most. I applied for the Women Techsters Fellowship because I aim to improve my mobile development skills and become a professional mobile developer." Fadwa stated that the training has improved and increased her knowledge of mobile development.

One of the highlights of the training for her was the Tech Girl drive because it was an excellent opportunity to work on her presentation and organization skills. It was also a fantastic opportunity to inspire young girls looking for role models in STEM to motivate them and prove that their dreams are valid.

Alumni Community



As a community, our goal is to create a supportive platform for our alumni through activities that enable continuous learning, mentorship opportunities, career growth support, knowledge-sharing, and other alumni recognition programs. It is a thriving community that empowers alumni to excel in their careers and contribute meaningfully to the tech ecosystem.

Mentorship Program

350

alumni paired with
mentors

85%

successful comple-
tion rate

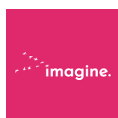
12 - 24

weeks of professional
mentorship.

OUR MENTORS WORK IN:



SUPPORTIVE PARTNERS OF OUR MENTORSHIP PROGRAM



Career Growth Support

6

Alumni secured
Outreachy internships

\$42,000

Total in earnings

Women Techsters
Fellows winning
hackathons worth

\$9,000

15

New Positions secured
directly from Job/
Employment Support
Sessions

5

Beneficiaries, proceed
to pursue tech
postgraduate programs
in Europe and the USA

3

tech awards
won by alumni
members

21

community
events hosted

Tech4Dev Impact Projections



Tech4Dev Community is a thriving community that empowers alumni to excel in their careers and contribute meaningfully to the tech ecosystem.

At Tech4Dev, we believe in the transformative power of digital skills empowerment for youths across Africa. With unwavering determination, we have set our sights on an audacious goal: empowering 10 million Africans by 2030.

Through our tireless advocacy efforts, we aim to raise awareness and drive policy changes that create an enabling environment for African talent to thrive. By engaging with governments, organizations, and stakeholders, we strive to amplify the voices of marginalized communities and ensure their inclusion in the digital economy.

Digital skills training lies at the heart of our empowerment initiatives. We recognize the transformative power of technology and its potential to bridge the gap between opportunity and aspiration.

By providing comprehensive training programs, we equip individuals with the skills and knowledge needed to succeed in the digital age. Through these efforts, we anticipate empowering young Africans, with a particular focus on empowering

women who will make up 70% of our beneficiaries. However, our impact doesn't stop at training alone. We understand the significance of meaningful job opportunities in driving sustainable change.

To maximize the impact of our digital skills training, we actively engage in job matching activities, connecting our skilled beneficiaries with employment opportunities that align with their expertise.

By forging strategic partnerships with job providers and companies committed to diversity and inclusion, we aim to facilitate the placement of our empowered individuals in rewarding and fulfilling careers.

As we look ahead to 2030, we remain steadfast in our commitment to empowering 10 million Africans. Through our advocacy efforts, digital skills training, and job matching activities, we are confident in our ability to drive social change, create economic opportunities, and unlock the potential of individuals across the continent of Africa.

Together, let's forge a future where every African has the chance to thrive and contribute to the development of their communities.

Job Partners



HerVest



Funding and Support Partners



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Notice:

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