



TECH4dev

2020 REPORT



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Diwura Oladepo

Executive Director, Tech4Dev

EXECUTIVE DIRECTOR'S ADDRESS

The year 2020 was a momentous year for everyone across the globe. With the advent of the coronavirus pandemic; life, business, and everything in-between seemingly ceased for a short time. Policies such as social distancing; a concept new to most of us, the use of face masks, and the policy that affected nations' economies; national lockdowns were put in place to contain the virus and, slowly, reduce its impact on its citizens. This led to organizations quickly iterating and pivoting to remote work, e-commerce, and online interactions. Such policies meant that organizations that could not operate remotely or online had little or no chance of survival during this period.

In the midst of the tension that 2020 brought, Tech4Dev reached new heights in partnerships and collaborations, award nominations, and the launch of new projects. As an organization aiming to be a thought leader in the digital skills for economic prosperity space, we strive to ensure that we make impact through facilitating digital accessibility and equity for all even through a pandemic. As such, we recognized an important need for a COVID-19 response solution and GloEpid our disease surveillance and tracking tool was created. In March, GloEpid emerged as one of the top 7 Covid-19 response solutions in an ideathon organized by Ventures Platform and our self-assessment bot was deployed by the Nigerian Center for Disease Control accessible to an average of 10 million Nigerians on a daily basis. Our mission to create opportunities and platforms for Africans to access decent work and entrepreneurship through digital skills empowerment and advocacy led us to a partnership with Microsoft and African Development Bank to train trainers with essential digital skills and expertise needed to deliver last mile digital skills trainings to African Youth.

In May, Tech4Dev launched its online Nakise Digital Skills class and it received over 500+ applications, empowering over 5% beneficiaries with digital skills needed for work. In June, Tech4Dev was featured by Microsoft in its Global Skills Initiative write up as the only African non-profit recognized as Microsoft's strategic skilling partner. July and August rolled by, Tech4Dev launched both its 8-week Digital Skills for the Workplace training and its first virtual 4-week Women Techsters training. Over 2000 applications and a 15% applications success rate was recorded.

To crown our year, Tech4Dev signed an agreement in October with Foreign Commonwealth and Development Office of the UK Government to launch the Basic Digital Literacy for Northern Nigeria project in 10 Northern states in Nigeria with the aim of impacting 1,000 vulnerable people, including women and people with disabilities, with basic digital education. Also, towards the end of 2020, our Women Techsters Initiative was shortlisted as one of the top 20 solutions for the 2020 World Summit Awards Young innovators awards and was also featured in the Sustainable Development Solutions Network Youth Solutions Report.

In a nutshell, 2020 was a rewarding year for us as an organization. With a grant and revenue size of over \$1 million, we executed 6 programs; ATC Digital Villages, Nakise, Digital Skills for the Workplace, Women Techsters, Coding for Employment train the trainers and commenced 1 program – Basic Digital Literacy for Northern Nigeria. Through our programs, over 10 million beneficiaries were directly and indirectly impacted in 25 states in Nigeria and this was made possible with 176 volunteers working actively to help us achieve our mission and vision.

In uncertain times like this, we will remain steadfast in our core to provide access to economic prosperity through digital skills empowerment and advocacy with the aim of creating opportunities and platforms for Africans to access decent work and entrepreneurship. As we continue to push for a better and more digitally inclusive world in 2021, we will strive to ensure that through our programs and initiatives, Africans have the opportunity to access a better and brighter financially free future.

**WE WILL STRIVE
TO ENSURE THAT
THROUGH OUR
PROGRAMS AND
INITIATIVES,
AFRICANS HAVE
THE OPPORTUNITY
TO ACCESS A
BETTER AND
BRIGHTER
FINANCIALLY FREE
FUTURE.**

NUMBER OF PROGRAMS EXECUTED



05

- ATC DIGITAL VILLAGES
- NAKISE
- DIGITAL SKILLS FOR THE WORKPLACE
- WOMEN TECHSTERS
- CODING FOR EMPLOYMENT

NUMBER OF VOLUNTEERS ENGAGED



176

STATES DIRECTLY IMPACTED



25

BENEFICIARIES DIRECTLY IMPACTED



1636

TOTAL NUMBER OF PEOPLE IMPACTED

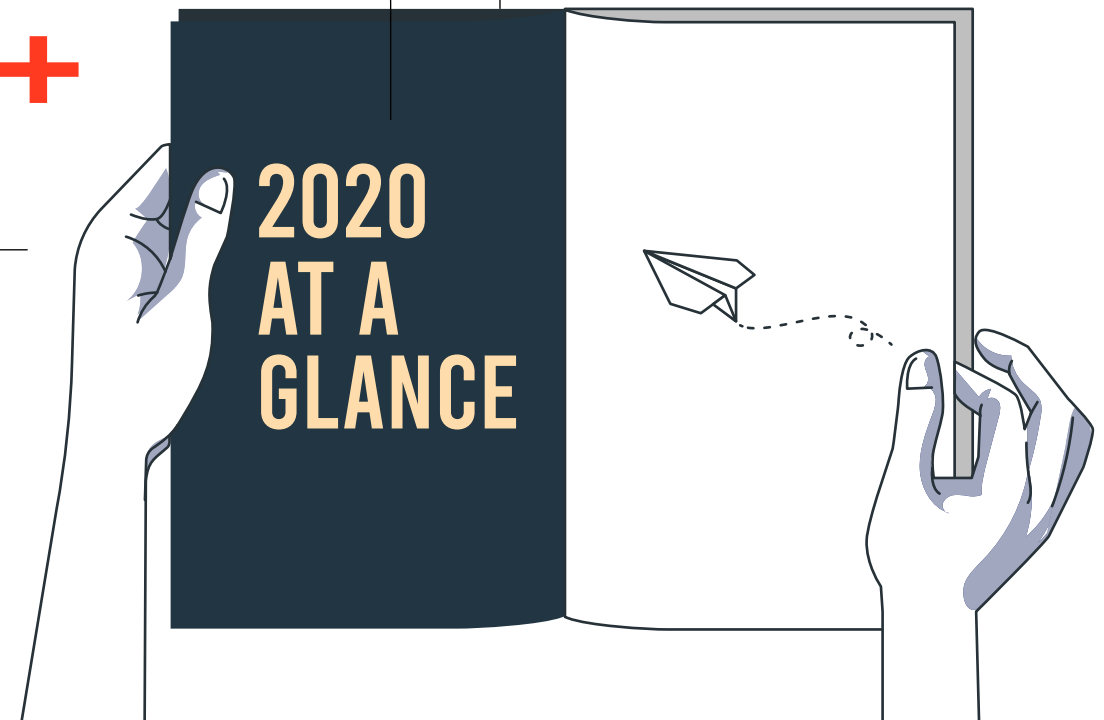


10M+

TOTAL GRANT/REVENUE:



\$1 MILLION+



MILESTONES

January 

The Digital Village project, an ATC initiative in partnership with Tech4Dev, commenced its basic digital skills learning across 39 centres in 25 states impacting 1440 beneficiaries in 2 months.

March 

Out of over 500 teams that applied for the Covid-19 innovation challenge organised by the Ventures Platform Hub, GloEpid emerged as one of the top 7 COVID-19 response solutions.

April 

Tech4Dev partners with Microsoft and AFDB to equip 50 million Africans with digital skills through train the trainer sessions to prep trainers delivering the program.

May 

Launched our Nakise online Digital Skills class receiving 500+ applications with 10% empowered with digital skills for the workplace.

June 

- Microsoft featured Tech4Dev as it launched its Global Skills Initiative to empower 25 million people with digital skills.
- The NCDC deployed our GloEpid bot, reaching 10 million Nigerians daily.
- The "From a Chemist to a Woman in Tech" documentary highlighting our Women Techsters alum, Fatima Ahmed, received over 2 million engagement in views, likes, comments, and shares.

July 

Launched our 8-week Digital Skills for the Workplace training where we received 1500+ applications, 4% acceptance rate with participants empowered in digital skills and gaining experiential knowledge through internships.

August 

Tech4Dev launched her first virtual 4-week Women Techsters training with 400+ applications with 15% successful applicants certified with Digital skills.

October 

Tech4Dev in collaboration with the UK in Nigeria signed the agreement to launch the Basic Digital Literacy for Northern Nigeria project in 10 Northern states in Nigeria, aimed at equipping 1000 women and PWDs with basic digital literacy

December 

- Our Women Techsters initiative was shortlisted as one of the top 20 solutions for the 2020 WSA Young Innovators award.
- Our Women Techsters initiative was featured in the SDSN Youth Solutions Report



ABOUT US

Technology for Social Change and Development Initiative is a non-profit organisation founded in 2016, to empower African communities with digital skills that will bridge the gap of unskilled labour needed for the future of work. We believe that the future is digital and it's important that everyone has access to quality training/skills development to help prepare them for this future. This belief drives the work we do as an organisation and spurs us to implement projects that inspire, advocate, and train people on basic digital skills, deep tech skills, and essential skills needed for the future of work.

The African youth is inaptly engaged in low-quality jobs with low opportunities for sustainable development. As low-skilled jobs are lost to automation, young people must be equipped with the necessary skills to secure decent work, hence the importance of digital skills empowerment and advocacy.

WHERE WE WORK



SDG 4



SDG 5



SDG 8



SDG 9

Our Vision



To equip Africans with digital and life skills that foster financial freedom, economic growth and sustainable development

Our Mission



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

Why We Care



Our passion is fuelled by the number of lives we impact through our initiatives, and the opportunities we create for Africans. Nigeria's unemployment rate stands at 27.1 per cent as at the second quarter of 2020¹, this increase is exacerbated by the COVID-19 pandemic and continuous drop in oil prices. 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. The disruptions will also lead to the emergence of new jobs² and as new jobs are created; employees will need to develop new skills to stay relevant in the workplace.

¹ <https://tradingeconomics.com/nigeria/unemployment-rate>

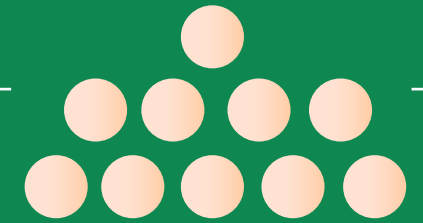
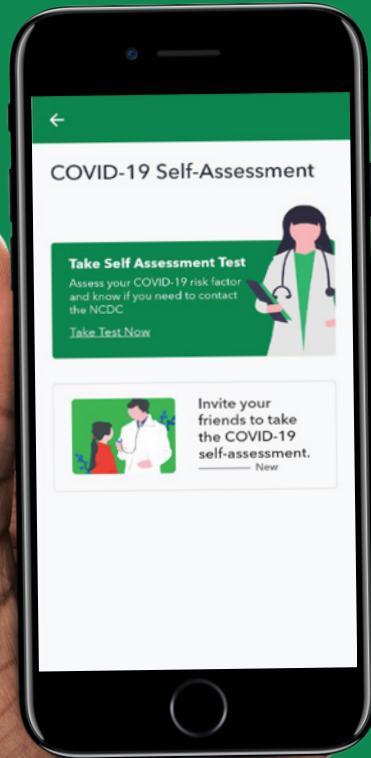
² <https://blogs.microsoft.com/blog/2020/06/30/microsoft-launches-initiative-to-help-25-million-people-worldwide-acquire-the-digital-skills-needed-in-a-covid-19-economy/>

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 organisation 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. 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





PROGRAMS EXECUTED IN 2020

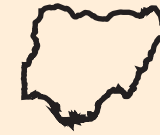
ATC DIGITAL VILLAGES

The American Tower Company (ATC) is a leading independent owner, operator, and developer of wireless and broadcast communications real estate. The Digital Village 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.

In December 2019, Tech4Dev partnered with ATC to provide learning delivery to its Digital Villages in 44 centres across 25 States. We reached a total of 1440 beneficiaries in 21 states with basic digital education between February and March. On the 30th of March, the project was brought to an abrupt stop until further notice due to the COVID-19 pandemic.

IN JANUARY

44 CENTRES
MAPPED



IN FEBRUARY

20 DVs
OPERATIONALISED ACROSS
13 STATES



IN MARCH

WE OPERATIONALISED
19 MORE
CENTRES



BENEFICIARY STATES

- LAGOS
- AKWA-IBOM
- KATSINA
- NASARAWA
- KWARA
- IMO
- OSUN
- RIVERS
- ABUJA
- BENUE
- KADUNA
- OGUN
- DELTA
- KEBBI
- NIGER
- ENUGU
- EKITI
- BAYELSA
- KANO
- KOGI
- OYO



39

DVS OPERATIONALISED



1440

BENEFICIARIES



30%

OF BENEFICIARIES
ADVANCE TO INTERMEDIATE
DIGITAL TRAINING





NAKISE ONLINE DIGITAL SKILLS TRAINING

The Nakise Online Digital Skills Training is an initiative of Tech4Dev focused on aligning digital skills with industry needs and opportunities across leading sectors. The virtual class was an engaging learning environment that brought together individuals from diverse backgrounds to upskill and realign their understanding of office utility tools to actual workplace needs.

..focused on aligning digital skills with industry needs and opportunities across leading sectors

DELIVERY METHODOLOGY

5-DAY VIRTUAL TRAINING USING
MICROSOFT TEAMS

CURRICULUM

- Office Utility Tools
(MS Word, PowerPoint Presentation, Excel)
- Entrepreneurship tools
- Soft skills for employment
(communicating online, how to create a resume)

36 BENEFICIARIES EMPOWERED
WITH DIGITAL SKILLS

CODING FOR EMPLOYMENT

The Microsoft and AFDB Coding for Employment(C4E) initiative's Virtual Train-the-Trainer (ToT) was a unique training program aimed at equipping trainees with sufficient knowledge to deploy training to beneficiaries of the Coding for Employment program across all excellence centres. The Microsoft/AFDB Coding for Employment initiative focuses on providing digital skills for every young person in Africa to foster entrepreneurship, independence, and inclusion. Trainers were drawn from Universities within Nigeria, who will eventually implement the Coding for Employment programs locally within their various universities.

2 CENTRES



- GOMBE UNIVERSITY
- COVENANT UNIVERSITY

CURRICULUM

THE CODING FOR EMPLOYMENT CURRICULUM

53

PARTICIPANTS WERE
TRAINED ACROSS
BOTH CENTRES.





DIGITAL SKILLS FOR THE WORKPLACE TRAINING

The Digital Skills for the Workplace (DSFW) training is an initiative of Tech4Dev funded by GIZ to equip 50 young persons with the top 5 employable skills globally through onsite and online learning and experiential learning through internship placements. The program was aimed at equipping individuals with the skills needed for the future of work and providing access to jobs through the Internship component of the program.

8 WEEK ONSITE TRAINING

5 LEARNING TRACKS

- Software Development
- UI/UX Design
- Product Management
- Cybersecurity
- Cloud Service Management

Beneficiaries were from
14 LGAs in Lagos state

- ALIMOSHO • AJEROMI-IFELODUN • KOSOFE
- MUSHIN • OSHODI-ISOLO • IKORODU
- IFAKO-IJAYE • IBEJU-LEKKI • SURULERE
- ETI-OSA • LAGOS MAINLAND • IKEJA
- SOMOLU • LAGOS ISLAND

DEMO DAY

PARTICIPANTS WERE SPLIT INTO 5 TEAMS TO CREATE SOLUTIONS TO 5 SELECTED SDGS.

THE
SDGs
→



THE TEAMS

Team Edmerge³ focusing on SDG4 worked on an online platform that connects Nigerian students in need of educational support to potential sponsors.

Team Techviron⁴ focusing on SDG 13 built a technology-facilitated solution called "Easy Bin", that solves the problem of waste disposal and recycling, taking into consideration the convenience and ease of the user.

Team OneHospital⁵ focusing on SDG 3 built an e-platform that uses innovative technology to create seamless access to medical services by unifying health centres and professional medical practitioners in real-time to provide medical attention at critical moments.

Team ConnectMe⁶ focusing on SDG 8 worked on a digital and networking platform that trains youths on digital and vocational skills and connects them to opportunities.

Team Skill Station⁷ focusing on SDG 1 built a collaborative strategic system where everyone works together to flip the model and provide those living in extreme/relative poverty access to vocational and digital skills.

³<http://bit.ly/Edmerge1>

⁴<http://bit.ly/Techviron>

⁵<http://bit.ly/OneHospital1>

⁶<http://bit.ly/ConnectMe1>

⁷<http://bit.ly/Skillstation1>

OUTCOMES

1500+ APPLICANTS



51

**BENEFICIARIES TRAINED IN
DIGITAL SKILLS ACROSS 5
LEARNING TRACKS**



05

**SDG FOCUSED SOLUTIONS
BUILT BY THE PARTICIPANTS**

97%

**OF THE BENEFICIARIES
GAINING EXPERIENTIAL
LEARNING THROUGH
INTERNSHIPS.**

VIRTUAL WOMEN TECHSTERS PILOT

CURRICULUM

CRAFTED SPECIFICALLY FOR EACH LEARNING TRACK.

BENEFICIARIES WERE FROM 13 STATES

- ABIA
- BAUCHI
- DELTA
- KEBBI
- LAGOS
- OSUN
- OYO
- ABUJA
- EDO
- KADUNA
- KWARA
- OGUN
- ONDO

The Virtual Women Techsters Pilot was our first virtual intensive learning scheduled for the Women Techsters initiative.

The Women Techsters Initiative, an initiative of Tech4Dev, is aimed at bridging the digital and technology knowledge divide between men and women, as well as ensuring equal access to opportunities for all.

4

WEEKS VIRTUAL TRAINING USING A COMBINATION OF ZOOM AND MICROSOFT TEAMS

12

WEEKS VIRTUAL INTERNSHIP POST-TRAINING



DEMO DAY

PARTICIPANTS WERE SPLIT INTO 6 TEAMS TO CREATE SOLUTIONS TO 6 SELECTED SDGs.

2

LEARNING TRACKS:

— Frontend Development
— UI/UX Design

THE SDGs



THE TEAMS

The Feminine Power team⁸ focusing on SDG 5, built a platform where women can be empowered, learn tech skills anytime and anywhere, speak out against sexual violence and connect with other women

The SwiftTreat team⁹ focusing on SDG 3, targeted their solution at making healthcare reachable and affordable to Nigerians by breaking the barriers on the path of health delivery by virtually connecting patients with doctors

The Plastic4Benefit team¹⁰ focused on SDG 13. Their solution is to encourage individuals to exchange used plastics for incentives and tackle plastic pollution in the environment

The Waste to Power team¹¹ built a solution, BG-Energy Tech, focused on SDG 7 and aimed at providing a lasting solution to power generation and distribution inefficiency in Nigeria by producing biogas-based energy alternatives

Team Medrone's¹² solution melded SDGs 3, 8 and 9. Their solution is to reduce morbidity and mortality rates in Nigeria by providing prompt and efficient medical care through swift deliveries of critical medical supplies via drone technology.

The Skills4Africa Team¹³ focusing on SDG 8, built an e-learning and recruitment website where people can learn a skill and quickly connect with experts skilled in various vocations

500+ APPLICANTS



51

BENEFICIARIES EMPOWERED WITH DIGITAL SKILLS



06

SDG FOCUSED SOLUTIONS BUILT BY THE BENEFICIARIES

80%

OF THE BENEFICIARIES GO ON TO THE INTERNSHIP PHASE.

⁸ <http://bit.ly/feminine-p>

⁹ <http://bit.ly/swifftreat>

¹⁰ <http://bit.ly/plastic4benefit>

¹¹ <http://bit.ly/bg-energytech>

¹² <http://bit.ly/medrone>

¹³ <http://bit.ly/skills4africa>

BASIC DIGITAL LITERACY FOR NORTHERN NIGERIA

The Basic Digital Literacy for Northern Nigeria programme is 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 projects carried out 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.

ALIGNS WITH
SUSTAINABLE
DEVELOPMENT
GOALS →



TARGET

1000 BENEFICIARIES



50%

VULNERABLE WOMEN AND GIRLS (AGED 8-18; 45-65)



30%

OF PERSONS WITH DISABILITIES (PWDS), E.G., MOBILITY, ETC



20%

FOR OTHER VULNERABLE GROUPS

10 STATES IN
NORTHERN
NIGERIA

- BENUE
- ZAMFARA
- KWARA
- NASARAWA
- PLATEAU
- KADUNA
- KOGI
- NIGER
- SOKOTO
- JIGAWA

EXPECTED OUTCOMES



1000 PEOPLE FROM UNDERSERVED
COMMUNITIES EQUIPPED WITH BASIC DIGITAL SKILLS



70% OF THE BENEFICIARIES ARE WOMEN, GIRLS
AND OTHER VULNERABLE GROUPS



30% OF THE BENEFICIARIES ARE PWDS



KEY LEARNINGS

UNEMPLOYMENT IS STILL A BIG ISSUE

About 80% of the 1500+ respondents to our call for applications for the Digital Skills for the Workplace (DSFW) training were unemployed; 1000+ were graduates. This mirrors the story of the average Nigerian graduate struggling with unemployment.

1500+
Applicants

80%
of the applicants
are unemployed

1000+
of unemployed
applicants are Nigerian graduates



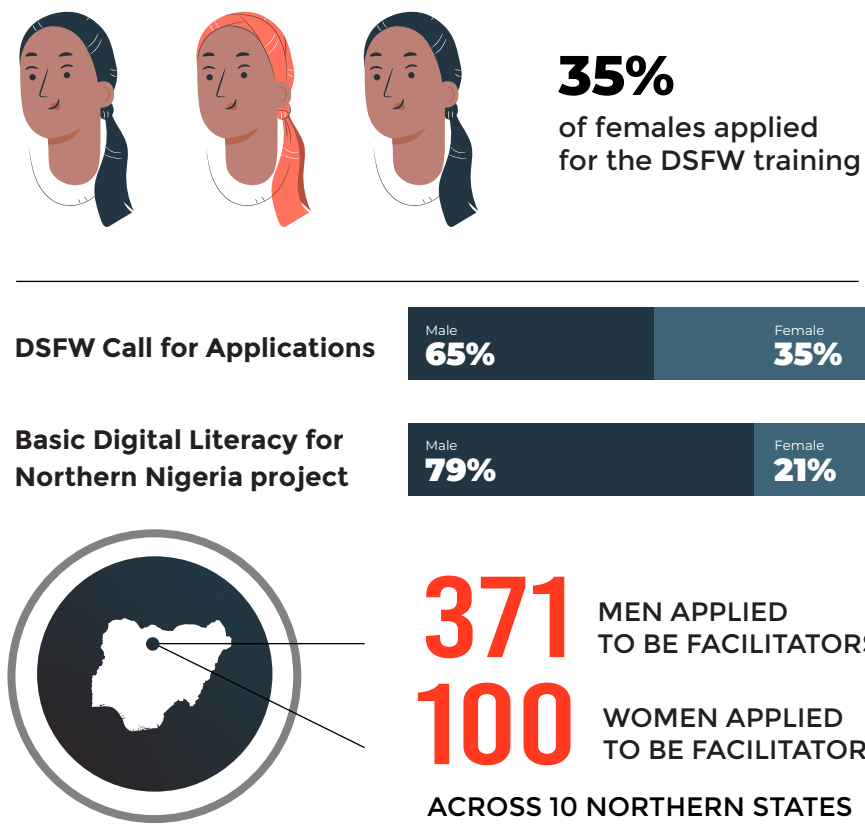
Key takeaway

One of the pointers to the high unemployment rate is the number of unemployed graduates. The highest percentage of applications we receive are from graduates who are unemployed and looking for other ways to add to their skills or learn new skills to access decent work. A lot needs to be done at both the state and private levels to create opportunities for young people to acquire skills relevant to the workplace.

LOW PARTICIPATION OF WOMEN

Although the numbers of females in tech are improving¹⁴, we aren't quite there yet. There's still a disparity in the percentage of women interested in digital or deep tech skills. Using our DSFW call for applications as a case study, 35% of females applied for the training which was open to both male and female applicants.

This low participation is also reflected in our call for facilitators for the Basic Digital Literacy for Northern Nigeria project. We recorded a low number of female respondents (21%) than male respondents; 371 men to 100 women across 10 Northern states.



Key takeaway
Upon critical examination, women still hold back from exploring training/career paths in technology, even at the most basic level. Women must understand that they can pursue digital or deep tech education/careers. This can only be achieved through continuous advocacy

¹⁴ Google/Accenture, "Africa Technology Ecosystem, Africa," April 2020 puts the ratio of female to male developers at 21% to 71%

DO YOU HAVE ACCESS TO RELIABLE AND FAST INTERNET CONNECTIVITY?



This is one of the questions asked repeatedly on call for applications across the programs executed this year, and with the aid of an online speed test, respondents can share their internet speed limit in real-time. 67% out of over 2000 respondents from different parts of the country had internet speed below 20Mbps. 20Mbps and above is usually considered reliable and fast internet connectivity



67%
— OUT OF —
2000
RESPONDENTS

HAD INTERNET SPEED BELOW 25MBPS



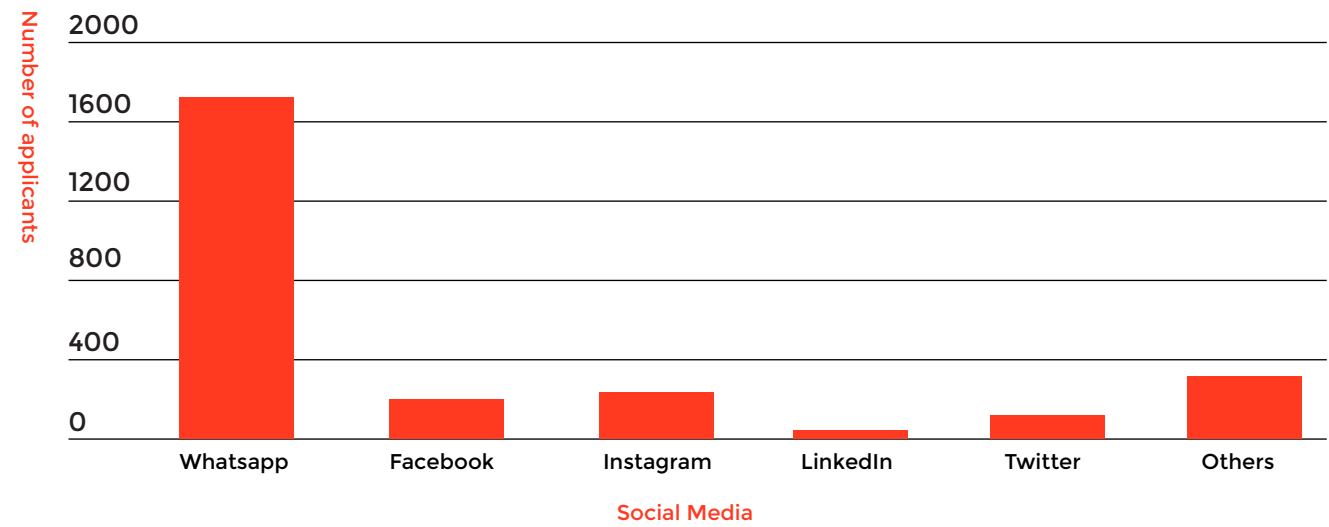
Key takeaway

Access to high speed and reliable internet connectivity is still a luxury for some Nigerians. Although it is projected that over the next few years, the steady rise of internet bandwidth since 2012 will continue, causing an increase in the access to affordable and high-speed internet as more Tech companies are projected to invest in subsea and terrestrial infrastructure. ¹⁵2020 has shown us the importance of reliable internet connectivity; millions of people relied on this to get work done or stay in touch with family and loved ones during the lockdown.

¹⁵ According to the Google and IFC e-Economy Africa 2020 report, Technology companies are continuing to improve African connectivity by expanding their undersea cable networks which will enable increased access to more affordable and higher-speed Internet

WHATSAPP IS A GOOD MEDIUM TO REACH PEOPLE

A large percentage of respondents to our call for applications found out about our programs and the application process via WhatsApp.



Key takeaway

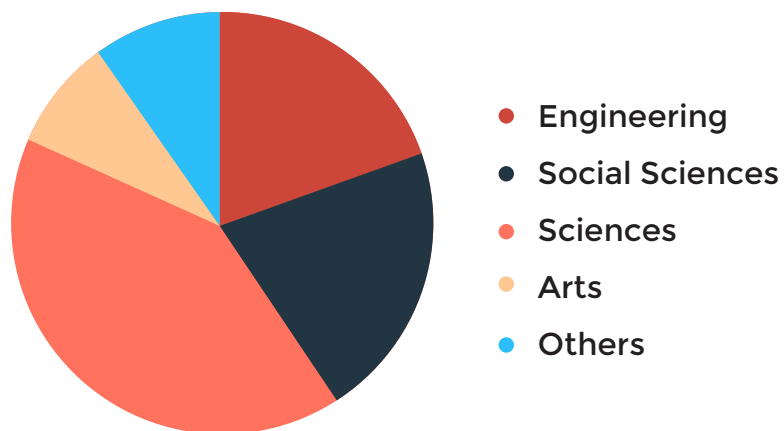
Whatsapp is a mostly underutilised but viable tool for reaching people, especially when driving traction for programmes. This could be due to the staggering number of people who actively use WhatsApp. According to statista.com, as of March 2020, WhatsApp has 2 billion users worldwide in Africa, with 172 million active users of WhatsApp and Facebook Messenger.

EDUCATIONAL BACKGROUND

We realised that more people with science and engineering backgrounds apply for our digital skills training through data collection from our call for applications. For example, out of 2000+ applications received from our Digital Skills for the Workplace and Women Techsters training, 59% were individuals from these backgrounds

This was a recurring trend in our other call for applications across the board.

OUT OF
2000+ APPLICATIONS
RECEIVED
59% HAD SCIENCE
AND ENGINEERING
BACKGROUNDS

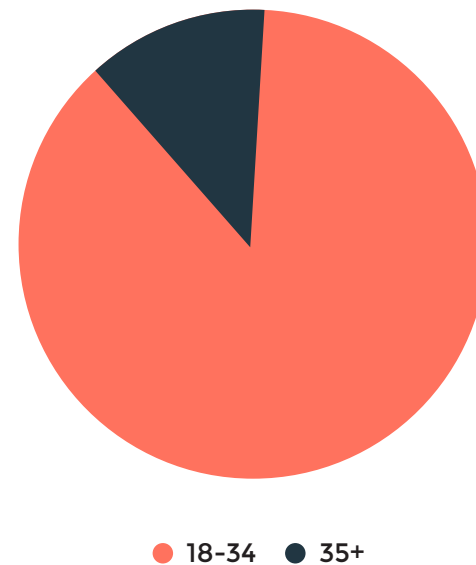
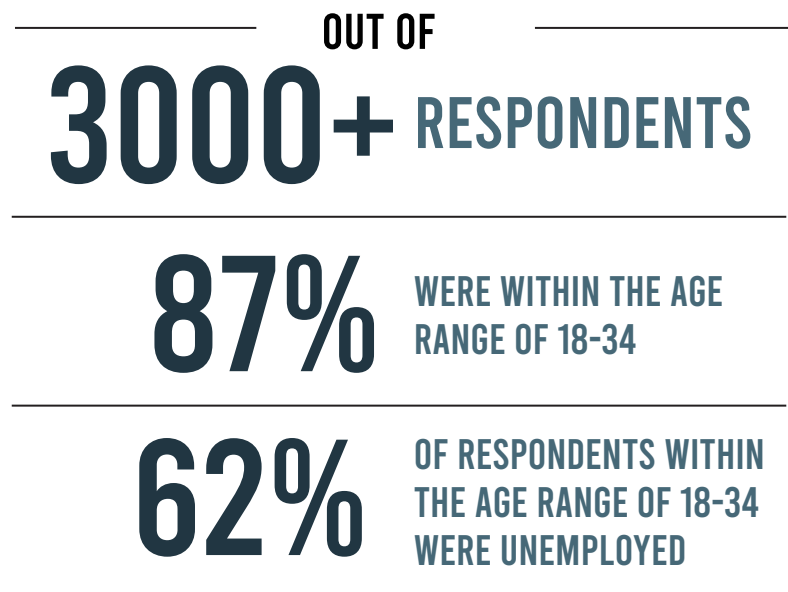


Key takeaway

We deduced that Individuals with science backgrounds were more inclined towards learning digital skills which could be attributed to the need to sharpen the skills that weren't adequately developed in school or relearn and adapt their learnings for real-world scenarios to qualify for decent jobs. This trend shows us the importance of technical and vocational skills development/training in preparing young people to enter the workplace. There is still a gap in the readiness of young graduates/school leavers to function effectively in the workplace; organisations like Tech4Dev help bridge this gap.

AGE RANGE OF OVERALL APPLICANTS

We received the highest number of applicants within the 18-34 age range across all our programmes in 2020. Out of a sample of 3000+ respondents, 87% (2600+) were people within this age range, and about 62% of this 2600+ applicants were unemployed.



Key takeaway

It can be deduced that there's a skills gap that exists, especially digital skills, which prompts more young people to seek out skills training to help them learn new skills or improve on existing ones to prepare them for the job market. We can also see that more young people see the opportunities that exist in technology and desire to learn the skills needed to leverage technology for career/business growth.

STAKEHOLDER ENGAGEMENT IS VITAL FOR SUCCESS AND SUSTAINABILITY

The proper engagement of key stakeholders in every community before executing any project is vital to that project's success. We learned this first-hand during the ATC Digital Village and the Basic Digital Literacy for Northern Nigeria projects. Both projects require interfacing with multiple states/communities simultaneously. Engaging community stakeholders give them a sense of ownership, guarantees that they will become ambassadors of your cause, and can provide support for the project's smooth execution. Support can come in any form, from the provision of infrastructure for training to helping ensure people participate in the projects.

For the ATC DV project, engaging the stakeholders like Community leaders, parents, school principals etc. in host communities to ensure community members' participation was vital. The Basic Digital Literacy for Northern Nigeria came with its peculiarities; infrastructure to train 100 people in digital skills, convincing parents/guardians to release their wards to participate in the training etc. It was of utmost importance to engage stakeholders at both the state and community levels to ensure its success.

DATA IS KING

This statement is slowly attaining cliché status, but the truth behind it cannot be overemphasised. The data we collected in 2020 has helped us shape our programmes' strategy and has also given us an insight into the Nigerian society and some of its peculiarities. Our data collection approach also changed in 2020, as we realised the importance of using online forms that back up to the cloud for proper storage. The forms helped us capture information in one place, with the ease of running quick analysis of the kind of responses we receive to help us shape future projects.



OUR PARTNERS

PRINCIPAL PARTNERS



FUNDERS



GLOEPID PARTNERS



INTERNSHIP PARTNERS





PROJECTIONS FOR 2021

WOMEN TECHSTERS: ROAD TO 2030

Through the Women Techsters initiative, we are empowering girls and women across Africa with varying degrees of digital, deep tech and soft skills required within the technology ecosystem.

Our objective is to grow and support an army of tech empowered girls and women across Africa who will have equal access to decent job opportunities and build and scale their ideas into tech-enabled businesses and deep-tech start-ups.

**Women Techsters will empower
5 million women across 54 African
countries by 2030 through digital
and deep-tech skills.**

ALIGNS
WITH SDGs



05 MILLION
AFRICAN
WOMEN
ACROSS
54 AFRICAN
COUNTRIES
BY 2030

OBJECTIVES



To provide the prerequisite knowledge and insight needed to enable girls and women interested in careers in technology 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

TARGET

AGES 16-40

LEARNING TRACKS

SOFTWARE DEVELOPMENT, PRODUCT DESIGN, PRODUCT MANAGEMENT, DATA SCIENCE AND AI ENGINEERING AND CYBERSECURITY.

ACTIVITIES

- **Open Days:** These are virtual open day events for women in local communities to learn about technology and leveraging technology for career and business growth
- **Masterclasses:** 1 to 3-day training programs facilitated by skilled professionals across different sectors.
- **Bootcamps:** 2-week Bootcamp to introduce women to beginner-level tech skills
- **Fellowship:** This is a 1-year blended learning program.

EXPECTED OUTCOMES

30%

of trained girls and women go on to study technology-related courses

60%

of trained girls and women get access to decent technology job opportunities

10%

of trained girls and women build and run tech-enabled or deep tech start-ups

EMERGING MARKETS MODEL INITIATIVE

The Emerging Markets Model, in partnership with Microsoft, is a multi-year private-public-nonprofit partnership necessary to build the capacity of the government 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/AI) for every young person living in underserved communities in Nigeria between the ages of 16-35 years.

OBJECTIVES



To foster skills development and create meaningful opportunities where beneficiaries can apply their talents, ideas and expertise to advance the country's economic and social development.

OUR APPROACH

36000 **YOUTHS** **OVER** **1 YEAR**

In collaboration with four strategic Federal Government Ministries:

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

FOCAL AREAS

- Capacity Building for Federal Ministries
- Skilling youths to partake in the local and global labour market
- Job matching and Employability services

THE PILOT STATES FOR YEAR ONE

- ONDO • EKITI • OYO • OGUN • EDO • KWARA
- LAGOS • DELTA • CROSS RIVER • KADUNA
- KANO • ADAMAWA • TARABA

EXPECTED OUTCOMES

36,000 YOUTHS IMPACTED THROUGH
THE ONLINE/OFFLINE ACTIVITIES
IN UNDERSERVED COMMUNITIES

1800 CORP MEMBERS EMPOWERED
AS TRAINERS

180 MASTER TRAINERS ACROSS
12 STATES FROM THE MYSD

ATC DIGITAL VILLAGES: POST COVID-19 OUTLOOK

The ATC Digital Village is expected to restart in February 2021 to equip more people in host communities with digital skills. Beneficiaries who graduated from the Basic Digital Literacy learning path will proceed to the intermediate phase of the program.



TESTIMONIALS



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 10 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 an amazing ride, and the destination is sure looking good.

As part of the training, I am presently interning at Edubridge Consulting Limited, where I am undergoing experiential learning as a UI/UX Designer and putting all the skills I have acquired to work. It has been an incredible, challenging and impactful experience so far. 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 programme 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 form of 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 programmes like this. So far, I haven't encountered any challenge at all.

I intend to maximise the knowledge I've acquired, to teach my children and other people with disabilities who could not participate in this programme. 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. Whenever any programme like this is coming up in future, we plead that PWDs be included again. More people can be reached and given orientation about this programme's importance and what we stand to gain afterwards. Thank you to Tech4Dev and the UK in Nigeria for the inclusion.



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 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 interested in tech as I am. I was part of the Software Development class, where I learnt programming languages like HTML, CSS, JavaScript.

The programme has influenced me to pursue a tech-affiliated path, and I plan to keep on coding. I will use the knowledge gained from the training to start building 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 excited about the internship phase of the programme. Getting an internship is a huge opportunity to meet established individuals 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 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 am presently interning at Prunedge and have had the opportunity to learn, in details, the techniques of Product Management. I am excited I was opportune to be placed with a fast-paced company like Prunedge; this has helped to sharpen my skills further.

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.



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 myself and potentially contribute positively to my community



I GOT AN OPPORTUNITY TO IMPACT PEOPLE

Kayode Ajomole

ATC DV 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 programme 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

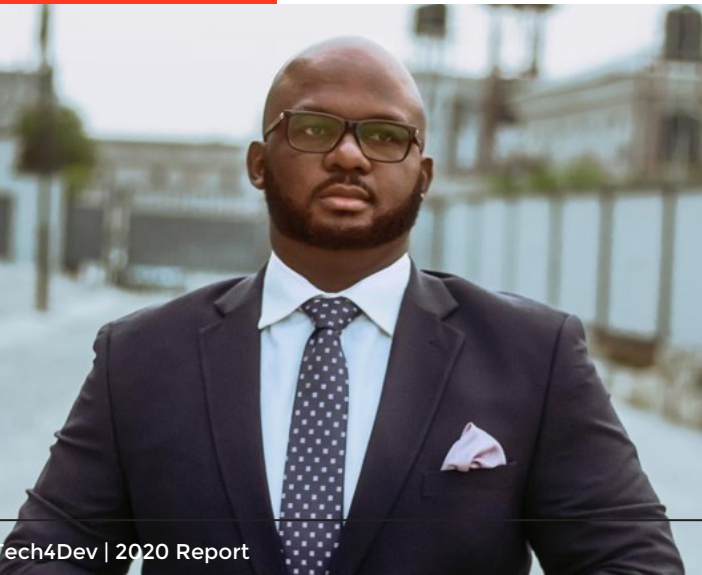
TESTIMONIALS FROM PARTNERS



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.



APPENDIX

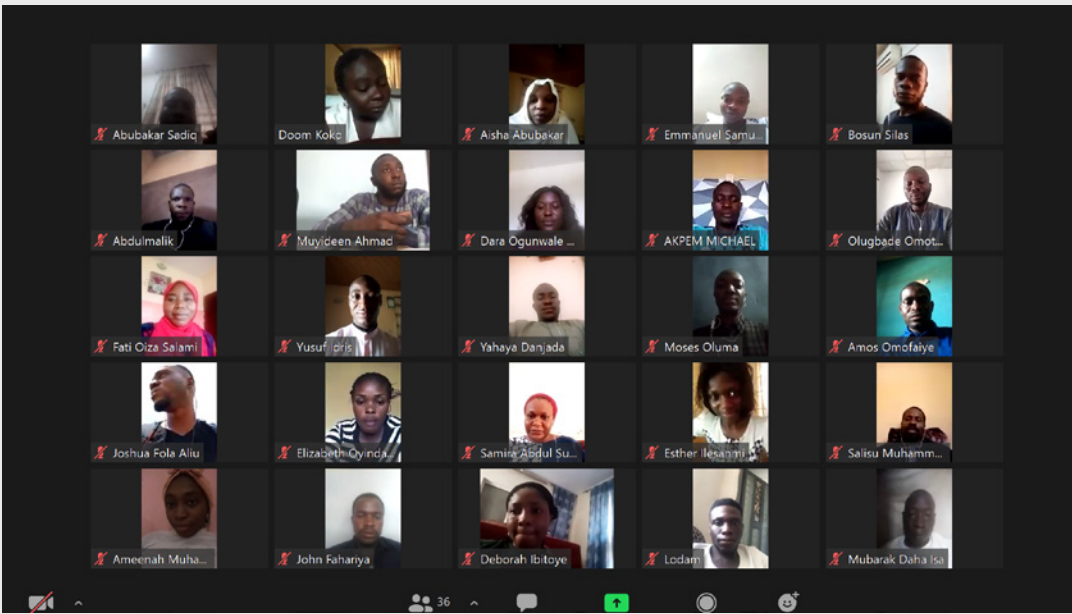
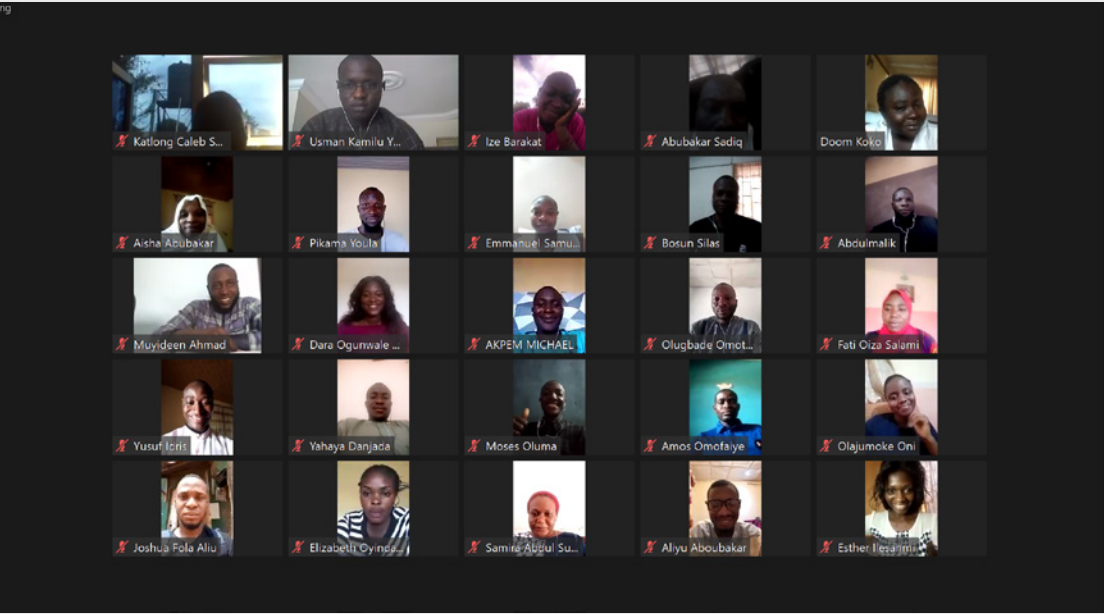
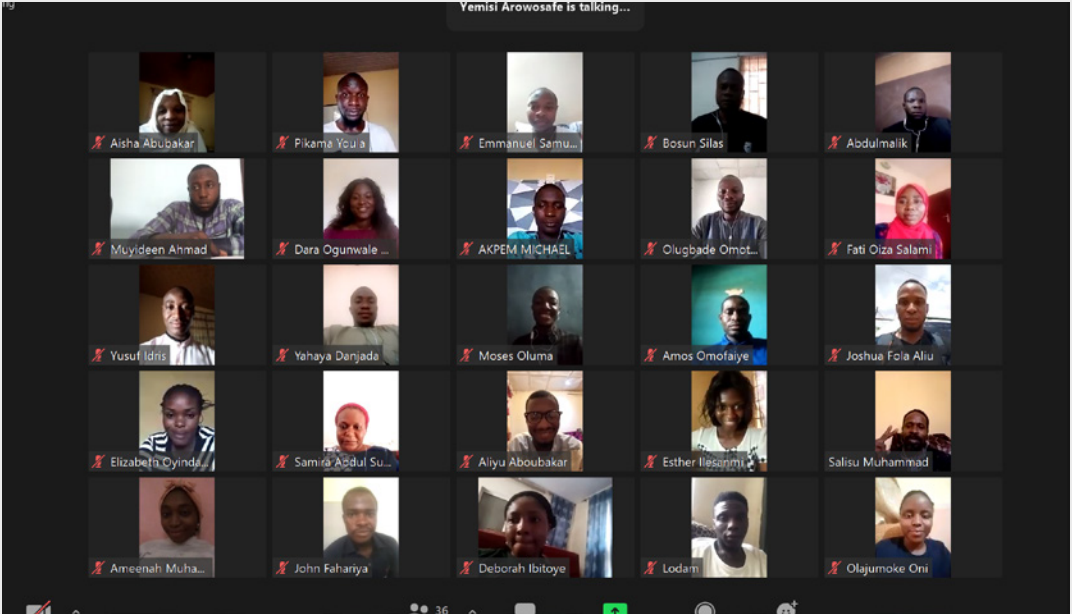
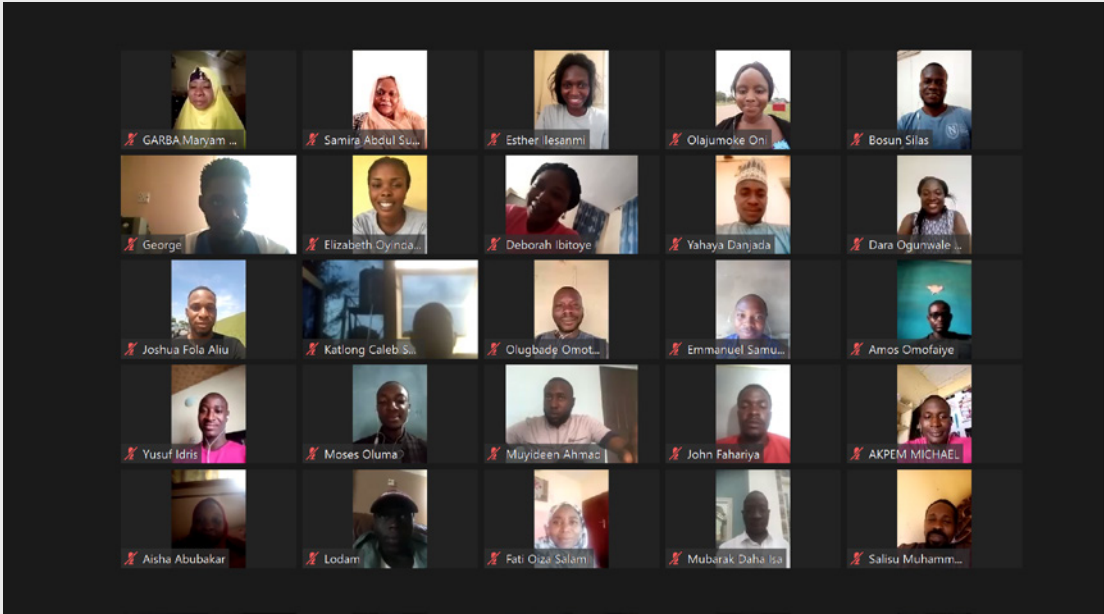
Pictures from Digital Skills for the Workplace



Pictures from Basic Digital Literacy for Northern Nigeria



Basic Digital Literacy for Northern Nigeria Facilitators and Project Managers



Nakise Online Training

Zoom meeting interface showing a 3x3 grid of video feeds. The participants are:

- Top row: Kosiso Chukwemeka, Tolani Okeowo, Azunna Irene Chidinma
- Middle row: Ogheneruona Odjegba, Christianah Olopade, Ahmed Bashir
- Bottom row: Oladipo Tolani, Christianah Olopade, Ogheneruona Odjegba

Participant list on the right:

- Currently in this meeting (18)
- OB Omotolani Badmos
- A Abdulmajid
- AB Abdulrazaq Balogun
- AD Abigail Dung
- AT Atolabi Theresa
- AB Ahmed Bashir
- AO Akano Felicia Oyeibisi
- AC AZUNNA IRENE CHIDINMA
- BJ Bosun Jabar
- BT Bukah Tee
- CO Christianah Olopade
- EU Eucharis Uneze
- KC Kosiso Chukwemeka
- OO Ogheneruona Odjegba
- OT Oladipo Tolani

Zoom meeting interface showing a 3x3 grid of colored circles with initials. The participants are:

- Top row: FN, TO, BJ
- Middle row: TO, CO, AC
- Bottom row: GN, OT, OT

Participant list on the right:

- Currently in this meeting (22)
- OB Omotolani Badmos
- AD Abigail Dung
- A Atolabi Theresa
- AO Akano Felicia Oyeibisi
- AC AZUNNA IRENE CHIDINMA
- BJ Bosun Jabar
- BT Bukah Tee
- CO Christianah Olopade
- DA Daniel Afura
- FN Fidela Nwobu
- FA Francis Atoyebe
- GN Gladys Ngozi
- KC Kosiso Chukwemeka
- MI Margaret Idyu
- OT Odum Titi

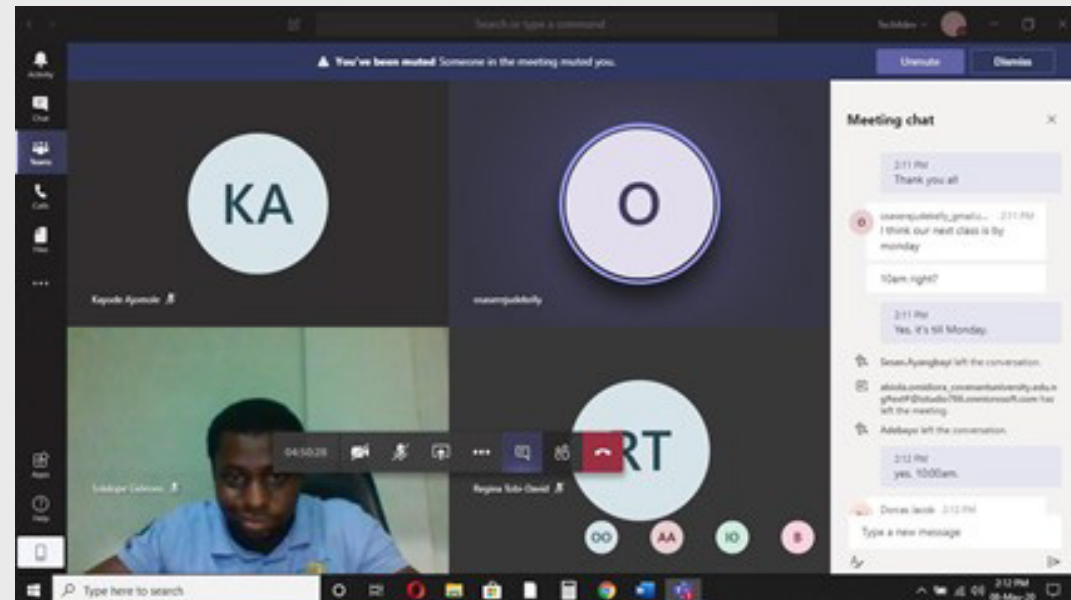
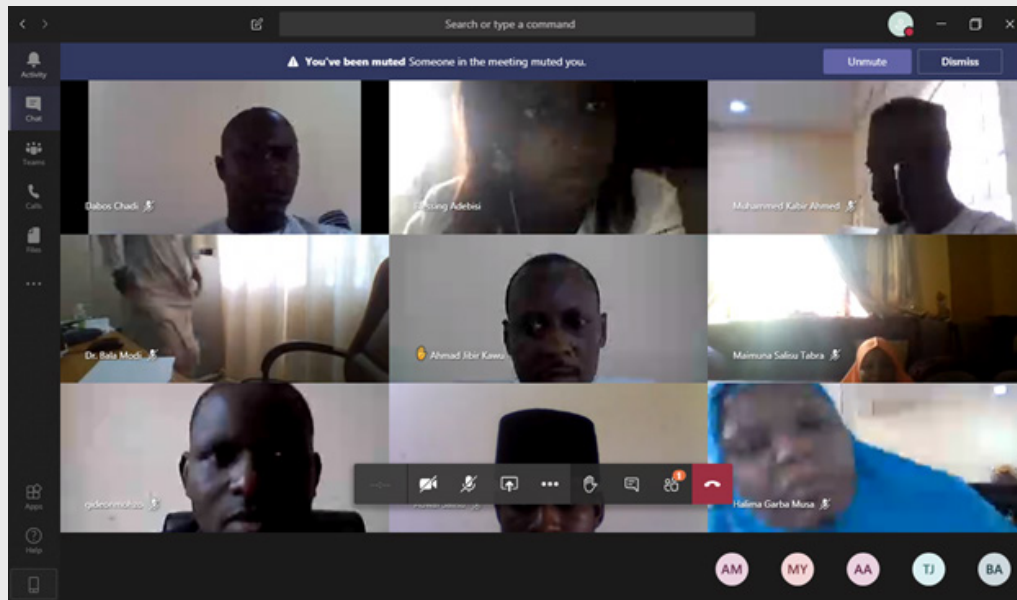
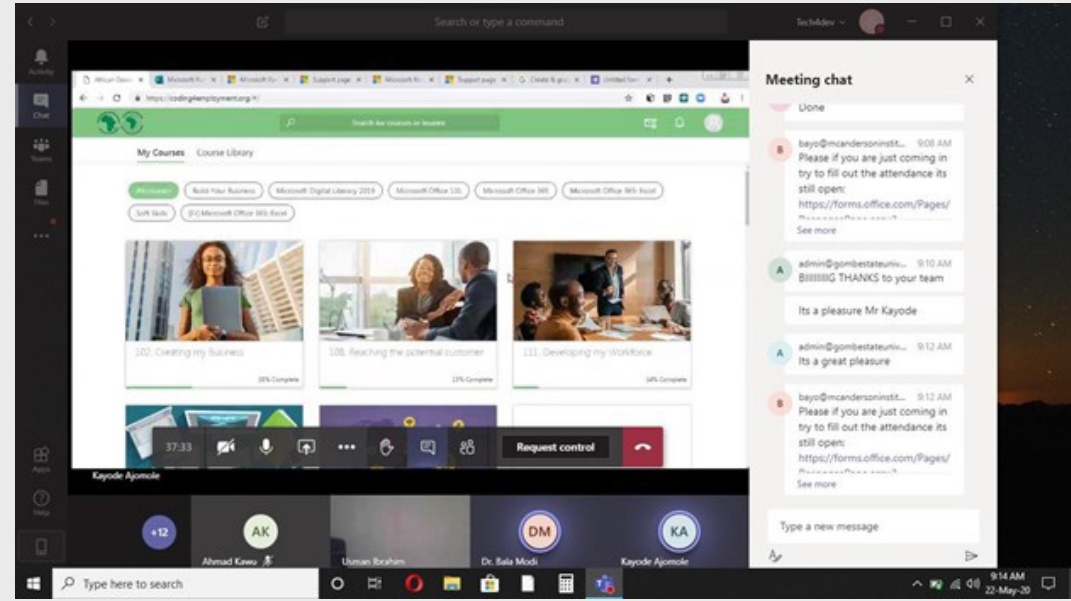
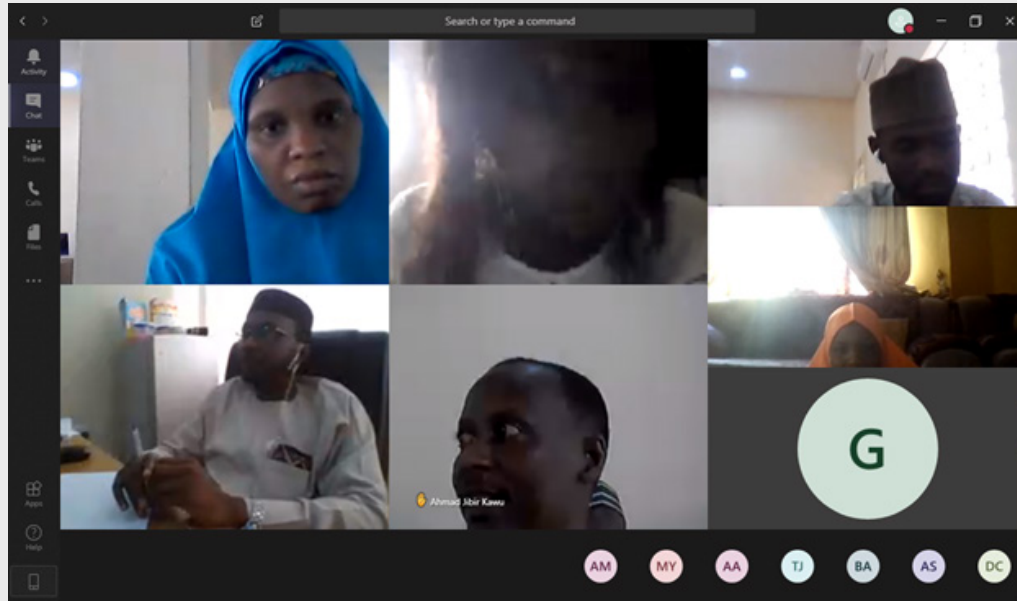
Zoom meeting interface showing a 3x3 grid of colored circles with initials. The participants are:

- Top row: BJ, O, KC
- Middle row: AC, AO, TO
- Bottom row: DA, CO, AD

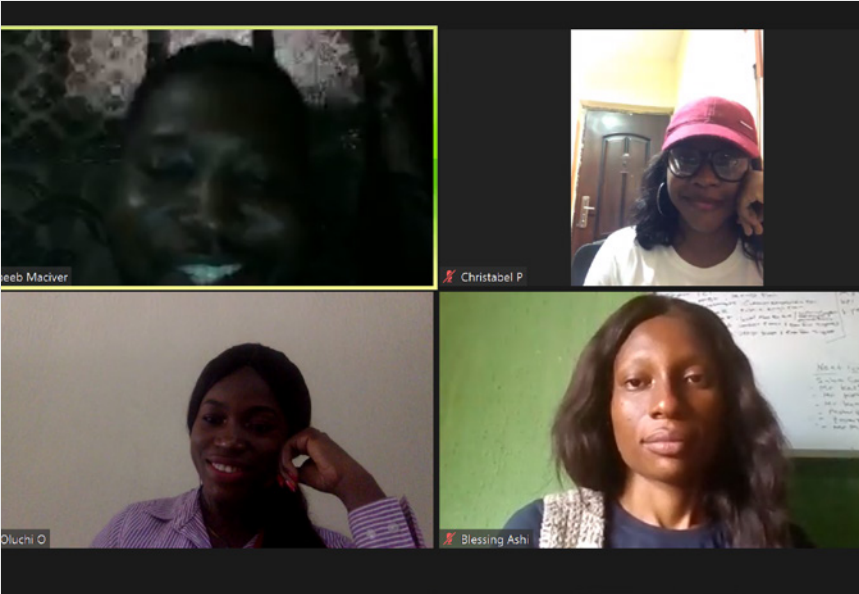
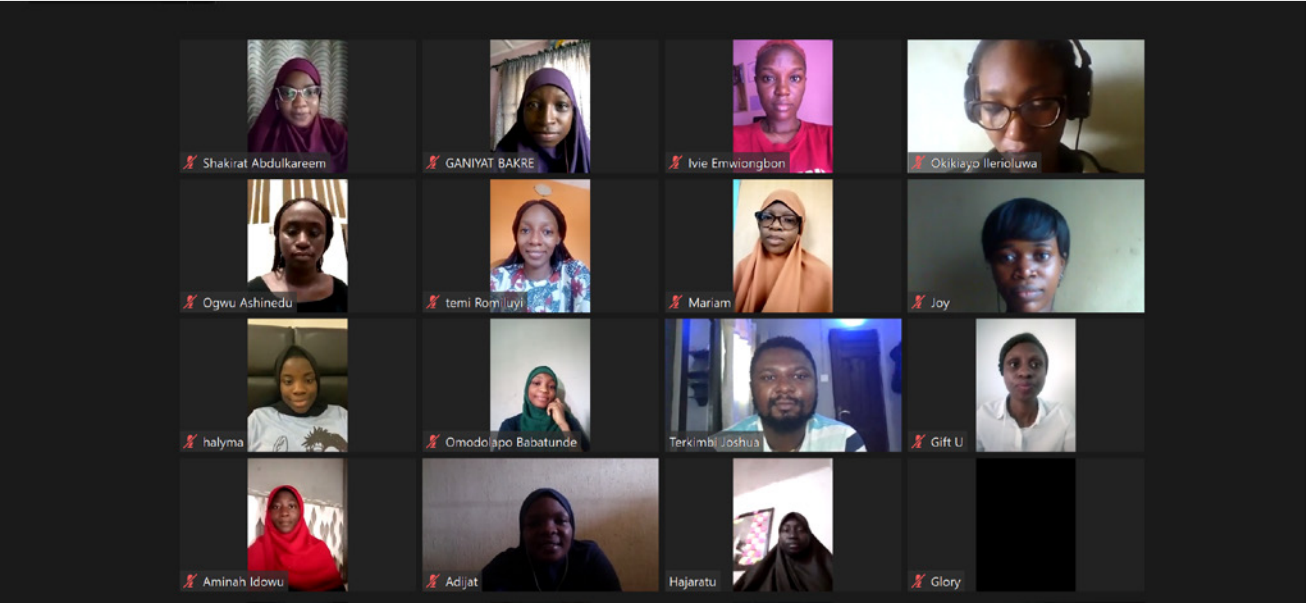
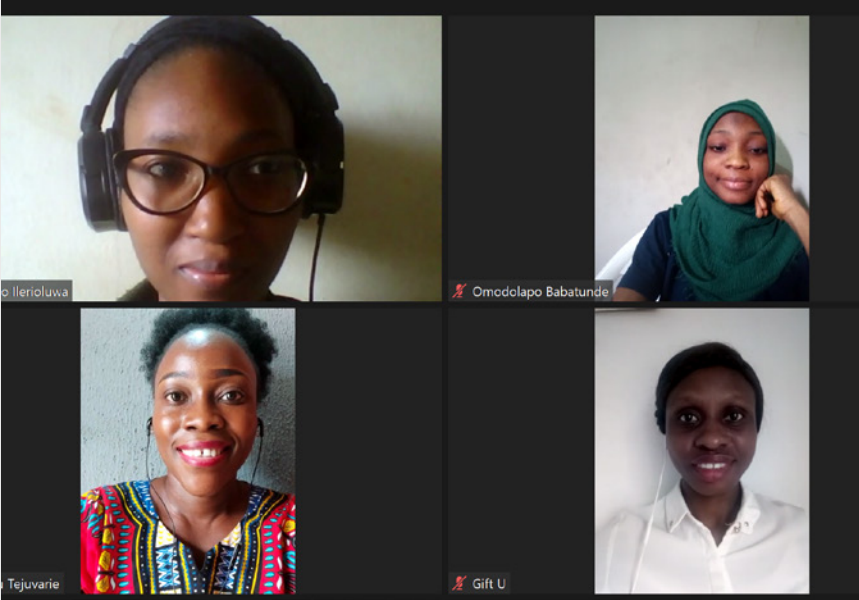
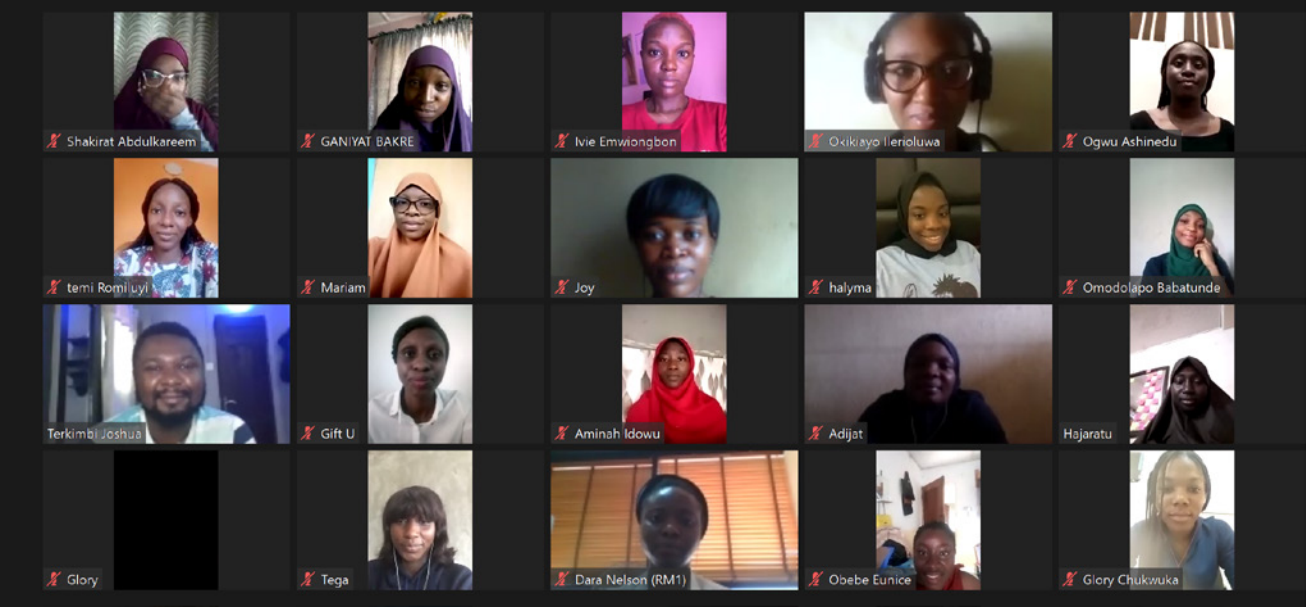
Participant list on the right:

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- AB Abdulrazaq Balogun
- AD Abigail Dung
- AO Akano Felicia Oyeibisi
- AC Azunna Irene Chidinma
- BJ Bosun Jabar
- CO Christianah Olopade
- DA Daniel Afura
- EU Eucharis Uneze
- KC Kosiso Chukwemeka
- OT Odum Titi
- OT Oladipo Tolani
- O Omotolani
- TO Tosin Okeowo

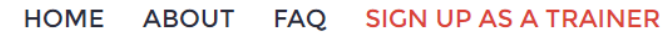
Coding for Employment Virtual TOT



Women Techsters Virtual Training (Demo Day)



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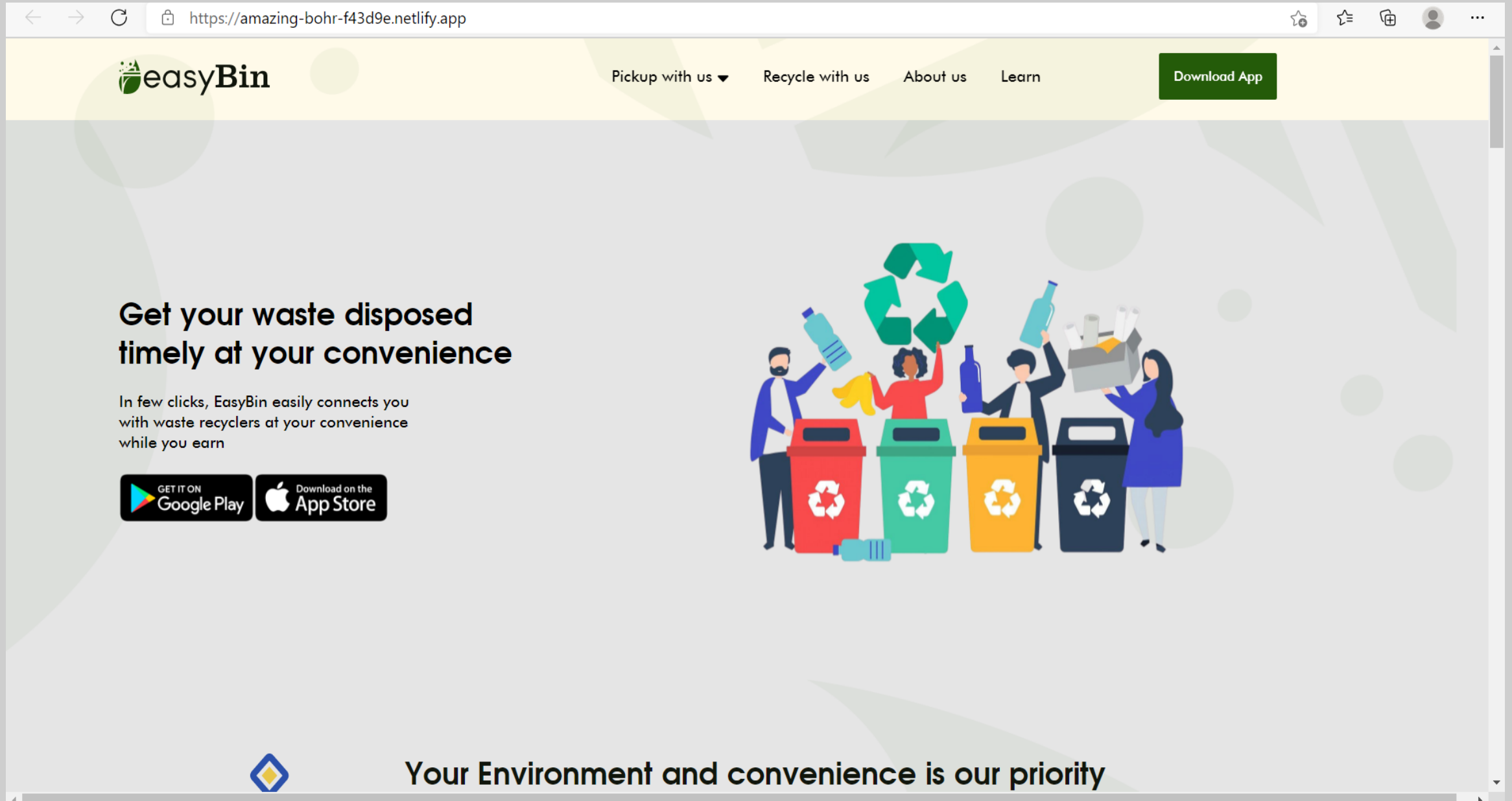
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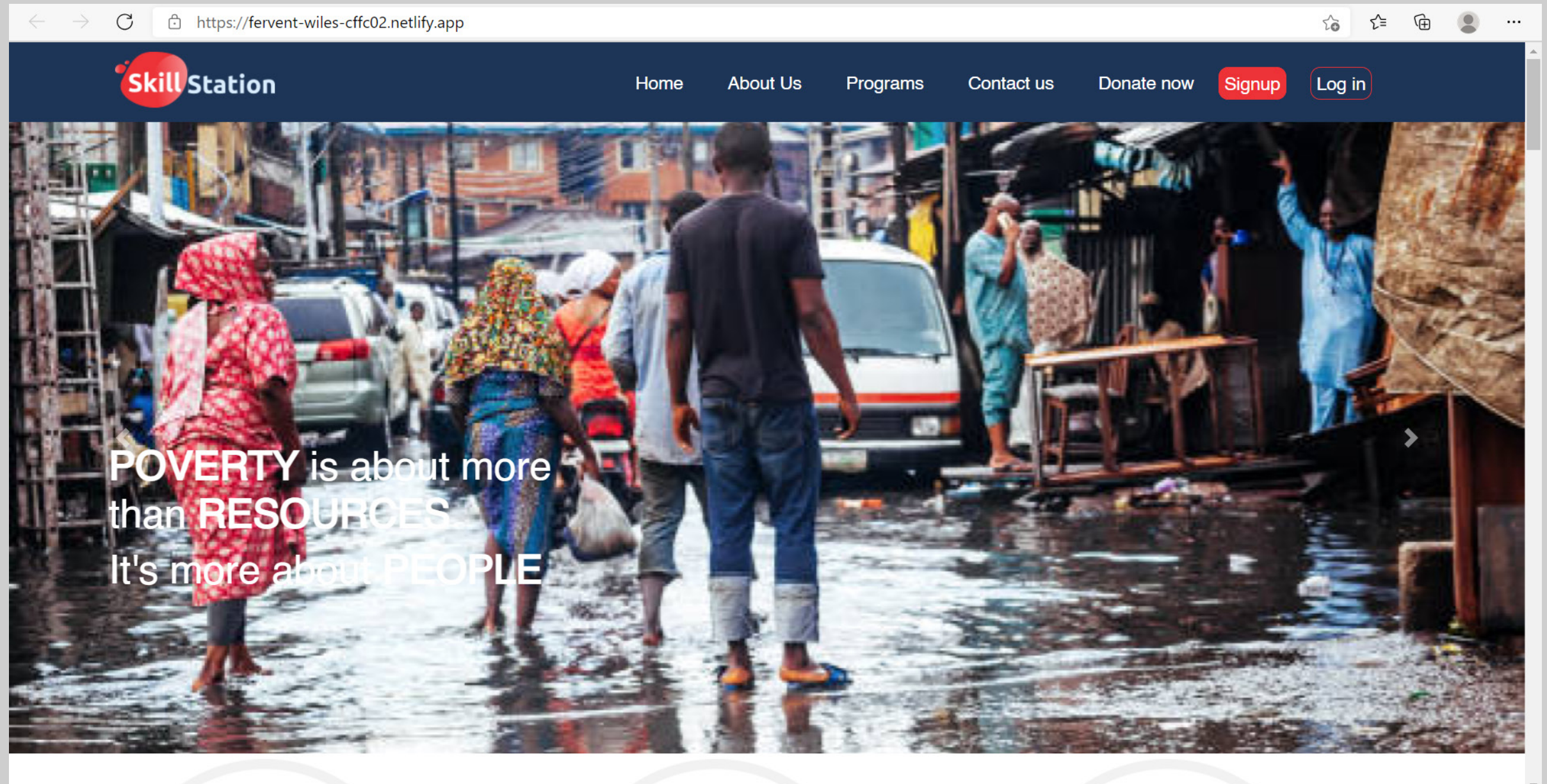
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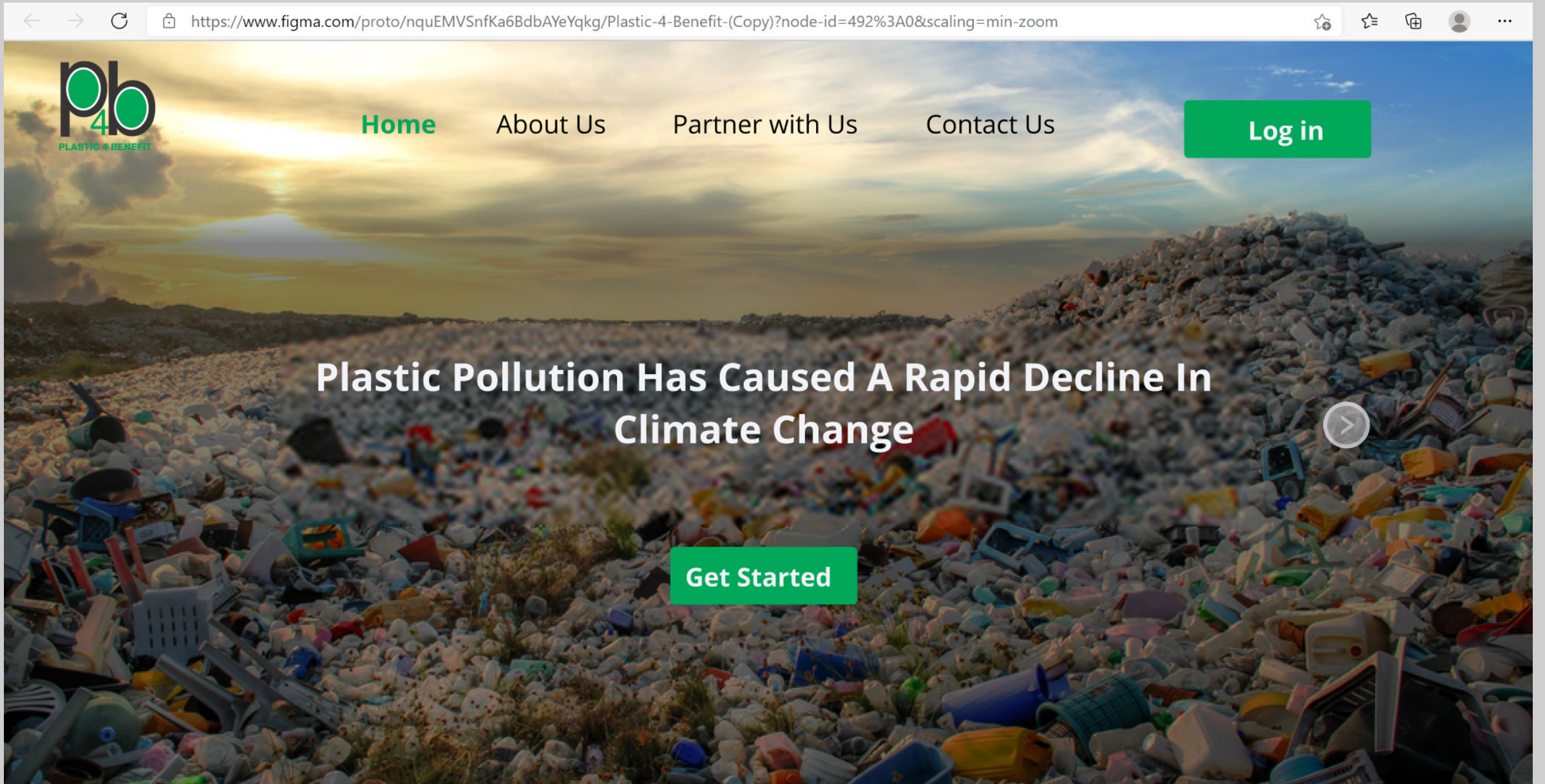
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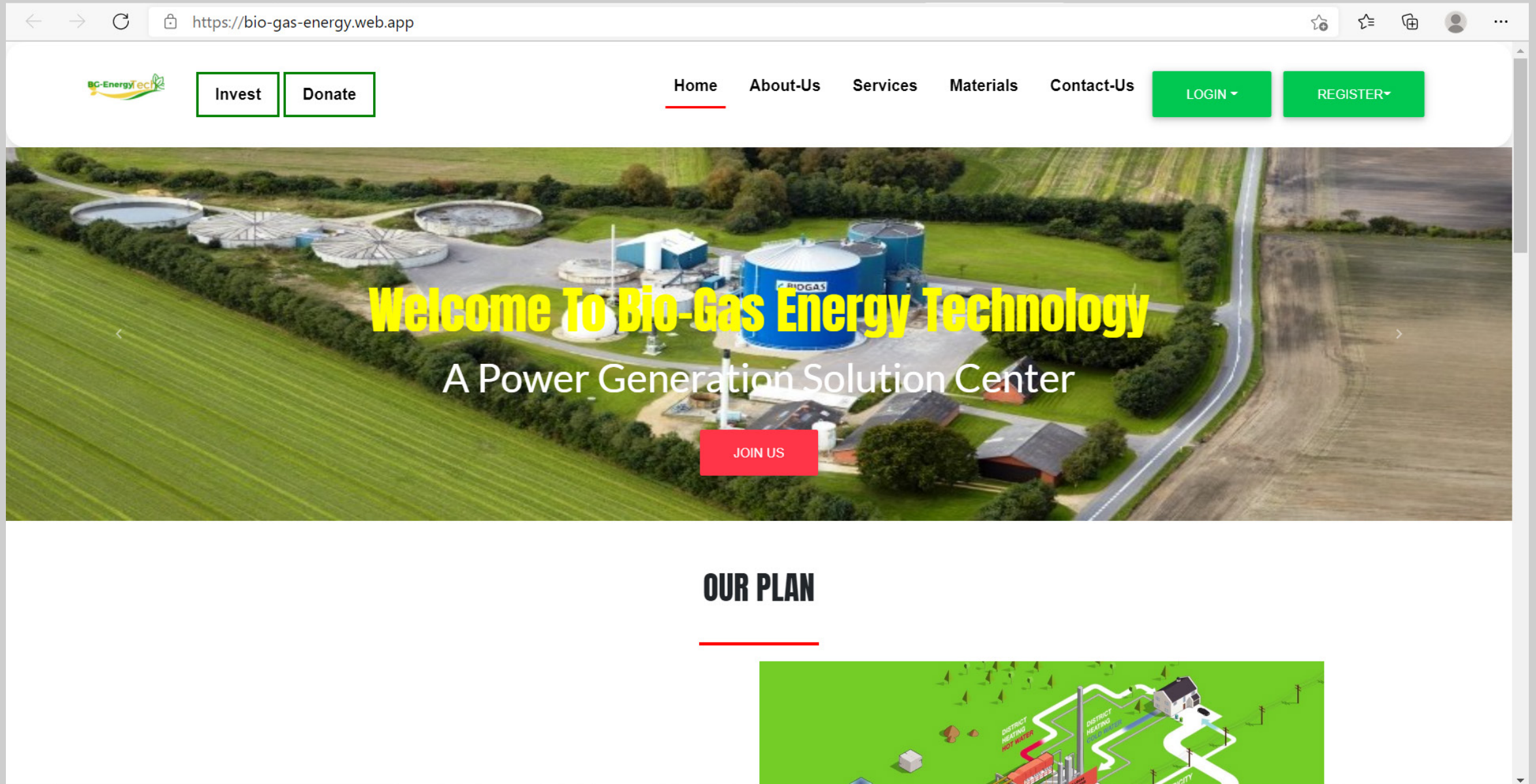


MEDICAL DELIVERIES

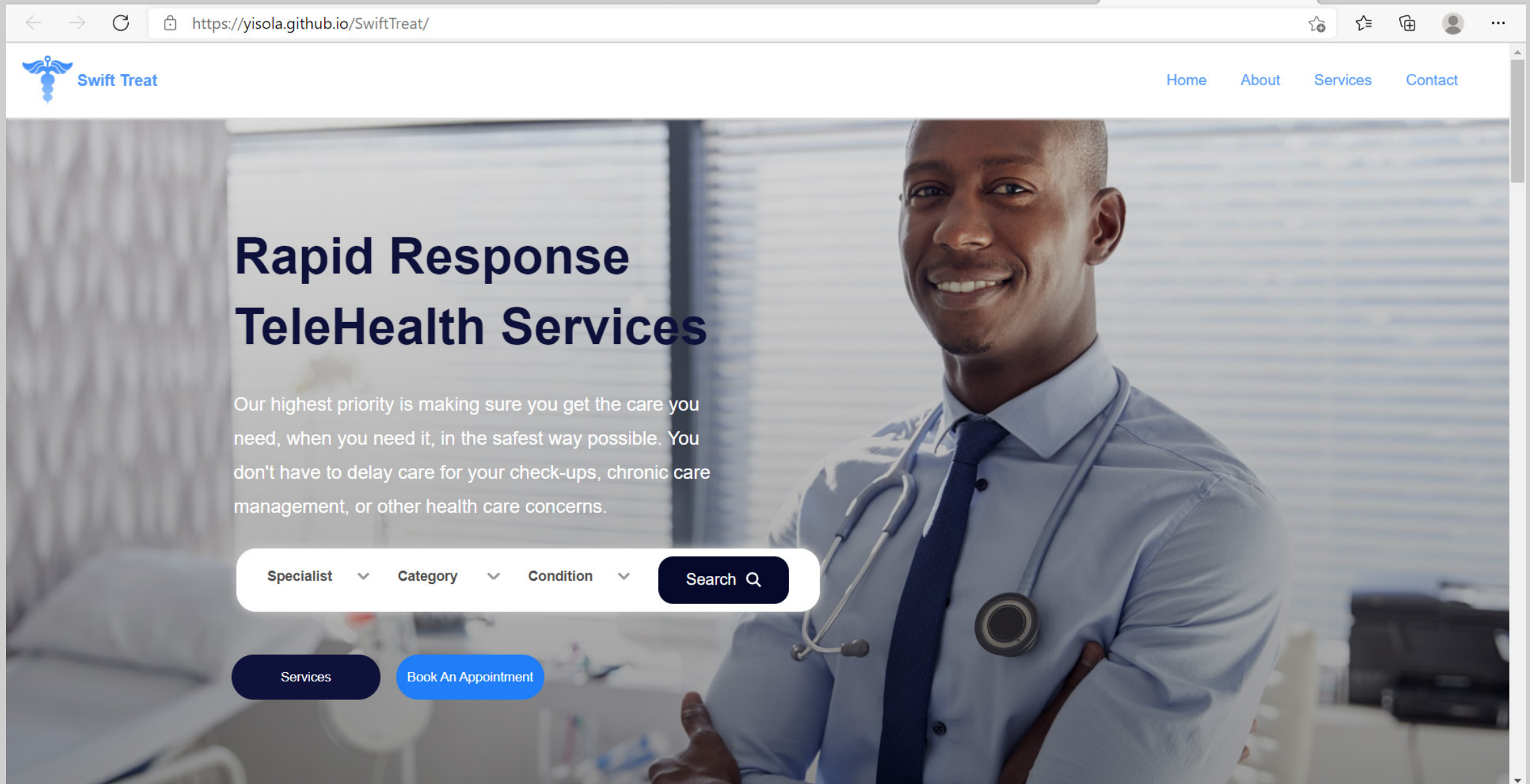
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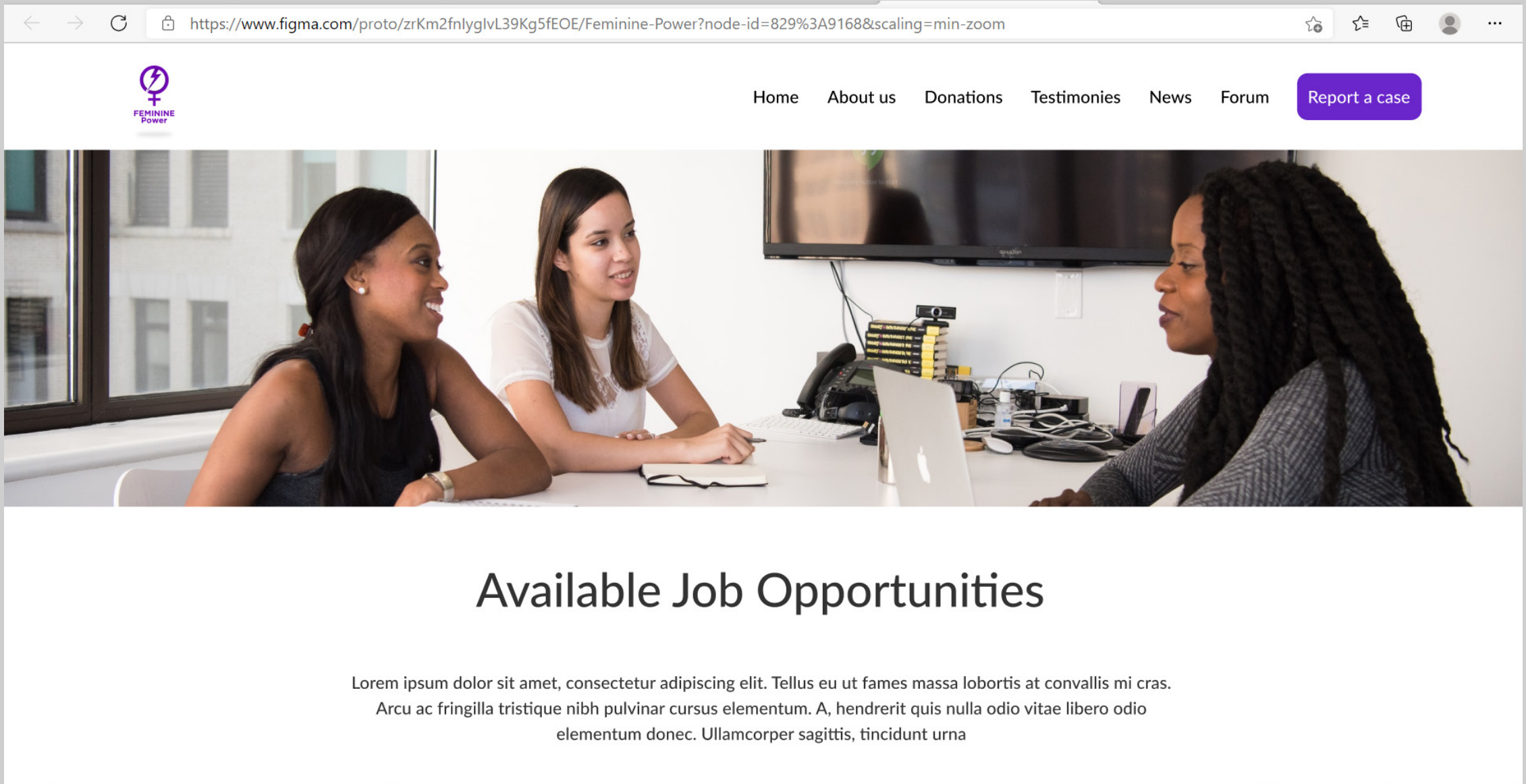
Team Waste to Power



Team Swift Treat



Feminine Power Team



WATCH ON YOUTUBE

Women Techsters Alumni:

Fatima Ahmed (From A Chemist to a Woman in Tech)

<https://youtu.be/qcZKRUH2KAc>



Contact Us

info@tech4dev.com

  @Tech4Dev  @Tech4DevHQ

Office Address: No. 7 Omo Ighodalo Street, Ogudu GRA, Ogudu, Lagos

TECH4dev

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