



**She&Tech**

# Progress Report

(2022-2025)



**2026**

**She&Tech**

# FOREWORD



## A Brief Story About SHE&TECH

Across Africa and beyond, the future of work, innovation, and economic growth is being shaped by technology. Yet for millions of girls and women, access to the skills, mentorship, and opportunities needed to thrive in this digital future remains limited. The She and Tech Empowerment Foundation (She&Tech) was born out of a clear conviction: no society can reach its full potential when half of its population is left behind.

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She&Tech is a nonprofit organisation established to identify, prepare, and connect disadvantaged adolescent girls, women, and youth to coaching, mentoring, and critical digital skills for career advancement, education, and entrepreneurship. Our work is grounded in the belief that empowerment goes beyond access; it requires guidance, confidence-building, exposure, and sustained support.

From 2022 to 2025, we grew a community of mentors, mentees, volunteers, and partners committed to inclusion and opportunity. We began with STEM career talks and community-building, then introduced AI and digital capacity building to strengthen practical skills. We also launched the MentorMatch programme to provide more personalised guidance and clearer progression for learners.

Across these four years, overall reach continued to grow, even as individual programme lines rose or fell depending on timing and delivery focus. By the end of 2025, She&Tech had reached 4,077 beneficiaries cumulatively. Our vision is bold and deliberate: to empower one million women and girls by 2030. With 4,077 achieved to date, we have reached about 0.41% of that goal, leaving 995,923 beneficiaries to reach between 2026 and 2030.

The projection from 2026 to 2030 is plan-led rather than trend-led. It reflects what we have learned works, and what must now be scaled.

Achieving the 2030 vision requires a step-change through partnership-driven replication, an always-on digital learning pathway for sectoral AI and digital skills, and a train-the-trainer model that multiplies facilitation capacity beyond a small central team. It also requires disciplined measurement so direct reach and partner-enabled indirect reach are captured consistently and credibly.

For 2026, we have defined a clear and immediate “Scale Year” plan to begin building the delivery engine required for national and regional expansion. We will activate partners to deliver cohort-based programmes at volume, strengthen digital learning through strategic institutional support to increase visibility and credibility, convert community engagement into structured participation, expand our facilitator base so delivery can be sustained continuously, and tighten tracking through a single registration process and partner reporting. To scale responsibly and sustainably, we will pursue dedicated funding beyond founder, friends, and family support.

As you engage with this Scorecard and our forward plan, we invite you to see She&Tech not just as an organisation, but as a movement: one that champions inclusion, builds capacity, and invests in the untapped potential of women and girls. Together, we can shape a future where technology becomes a tool for equity, empowerment, and shared prosperity.

**DR. Amina Sambo Magaji**

Founder, She and Tech Empowerment  
Foundation (She&Tech)

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# BACKGROUND

The world is currently experiencing one of the most transformative economic and social shifts in modern history, driven by rapid technological advancement and the increasing importance of digital skills. In today's global economy, digital literacy is no longer optional; it is a foundational competency that enables individuals to access information, communicate, solve problems, innovate, and participate fully in educational, professional, and entrepreneurial opportunities. Without it, citizens, especially those from disadvantaged communities, are at risk of being excluded from meaningful participation in the digital age.

Despite the critical role of technology, digital inequality remains a significant barrier for many women, girls, and youth, particularly in underserved regions. This divide limits economic empowerment, restricts access to employment, education, and health services, and perpetuates social and economic disparities. In many African contexts, including

Northern Nigeria, young girls often grow up without exposure to positive role models or awareness of the vast opportunities technology can unlock for their futures.

She & Tech Empowerment Foundation (She&Tech) began as She4Tech in 2022 and was officially registered as She & Tech Empowerment Foundation (She&Tech) in 2023. It was established to change this narrative by empowering disadvantaged adolescent girls, women, and youth with the tools, guidance, and opportunities they need to thrive in the digital era. Inspired by women leaders in Science, Technology, Engineering, and Mathematics (STEM), She&Tech provides a hybrid platform of mentorship, digital skills training, and engagement that bridges gaps in access, capacity, and confidence.

She&Tech's initiatives, including Digital Skills training, Mentor Match programmes, Startup & Innovation Bootcamps, STEM Career Talks, and Research & Advocacy, are designed to equip participants with

both foundational and advanced competencies that enhance employability, foster entrepreneurial mindsets, and support long-term personal and professional growth. These programs are intentionally inclusive, welcoming individuals with limited exposure to technology and prioritizing those from marginalised backgrounds.

Through community-building, practical learning, and role modelled mentorship, She&Tech not only opens doors to technology-related opportunities but also inspires women and girls to redefine their potential and become leaders in their own lives and communities



“

*She & Tech Empowerment Foundation (She&Tech) was established in 2022, and officially registered in 2023 to change this narrative by empowering disadvantaged adolescent girls, women, and youth with the tools, guidance, and opportunities they need to succeed in the digital era.*

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# VISION

A future where women, girls and youth across Africa are digitally empowered to lead, innovate, and thrive in the technology-driven world.

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# MISSION

To empower women, girls, and youth with digital, AI, and STEAM skills through mentorship, capacity building, and inclusive innovation—creating pathways to education, careers, leadership, and socio-economic impact.



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# CORE VALUES



## 01 Integrity

We uphold honesty, transparency, and accountability in our decisions and actions, building trust with our beneficiaries, partners, and communities while remaining responsible stewards of our mission and resources.

## 02 Innovation

We encourage creativity, curiosity, and the effective use of technology to develop practical, future-ready solutions that empower women and girls to thrive in a rapidly evolving digital world.

## 03 Teamwork and Collaboration

We believe meaningful and sustainable impact is achieved through collaboration. By working with mentors, partners, communities, and stakeholders, we share knowledge, strengthen capacity, and achieve common goals.

## 04 Respect

We value diversity, inclusion, and human dignity, fostering safe and supportive environments where every voice is heard, differences are celebrated, and individuals are treated with fairness and empathy.

# WHO WE ARE

## About Us

A mission driven organization empowering women and youth through technology, creating pathways for digital inclusion and economic opportunity.

## Our Focus

Focused on inclusion, skills development, and the future of work. We ensure everyone has access to the tools and knowledge needed to thrive in the digital age.

## Our Commitment

Committed to ensuring no one is left behind in the digital and AI age. We believe technology should be a force for equity and empowerment.

# WHAT WE DO

## Provide Practical Digital and AI Skills

She&Tech provides hands-on training in digital tools and AI, equipping young people with practical, future-ready skills for education, careers, and entrepreneurship.

## Support Career Growth and Innovation

We support young people in exploring career pathways, building relevant skills, and developing innovative ideas that position them for long-term professional success.

## Connect Learners to Experienced Mentors

Facilitate meaningful relationships between learners and experienced professionals who provide guidance, support, and real-world insights to help them grow academically, professionally, and personally.

# OUR CORE PROGRAMMES



01

## 01 STEM Career & Tech Talks

She&Tech organizes Tech Talks to inspire school-age girls by showcasing diverse careers in STEM and technology. These sessions connect them with role models, spark curiosity, and build confidence in their potential to thrive in the digital age.

02

## 02 Mentorship, Coaching & Sponsorship

Mentorship is central to our work. We connect mentees with experienced mentors across education, careers, and entrepreneurship, providing guidance, networks, and support to help them grow with confidence and make informed future decisions.

## 03 Research & Advocacy

She&Tech researches barriers to women in technology and decision-making, advocating for gender equality, inclusive policies, and safe access to digital tools to ensure women and girls thrive in the tech ecosystem.

## 04 Annual Conference & Awards

Our annual conference celebrates achievements, shares best practices, and spotlights trends in tech, entrepreneurship, and leadership, recognizing innovators and inspiring the next generation.

# OUR ACTIVITIES

From inception, She&Tech has delivered a coherent set of initiatives that strengthens the full empowerment pipeline, moving beneficiaries from early exposure and inspiration to skills acquisition, mentorship support, and career readiness. Implemented across physical and virtual platforms, these programmes reach diverse communities, including hard-to-reach areas, with a strong focus on measurable participation, inclusive access, and practical outcomes that translate into real opportunities (see Figure 1 for the key programme milestones).

**STEM Career Talks and Community Engagement** provide early exposure and motivation by connecting young people, especially girls and women, to relatable role models and credible career pathways in STEM and technology. These engagements build aspiration and confidence, address common barriers such as limited visibility and guidance, and help participants make informed choices about learning pathways and future careers.



“ Overall, She&Tech's activities reflect a holistic and scalable approach that combines awareness creation, skills development, mentorship, and partnerships. ”

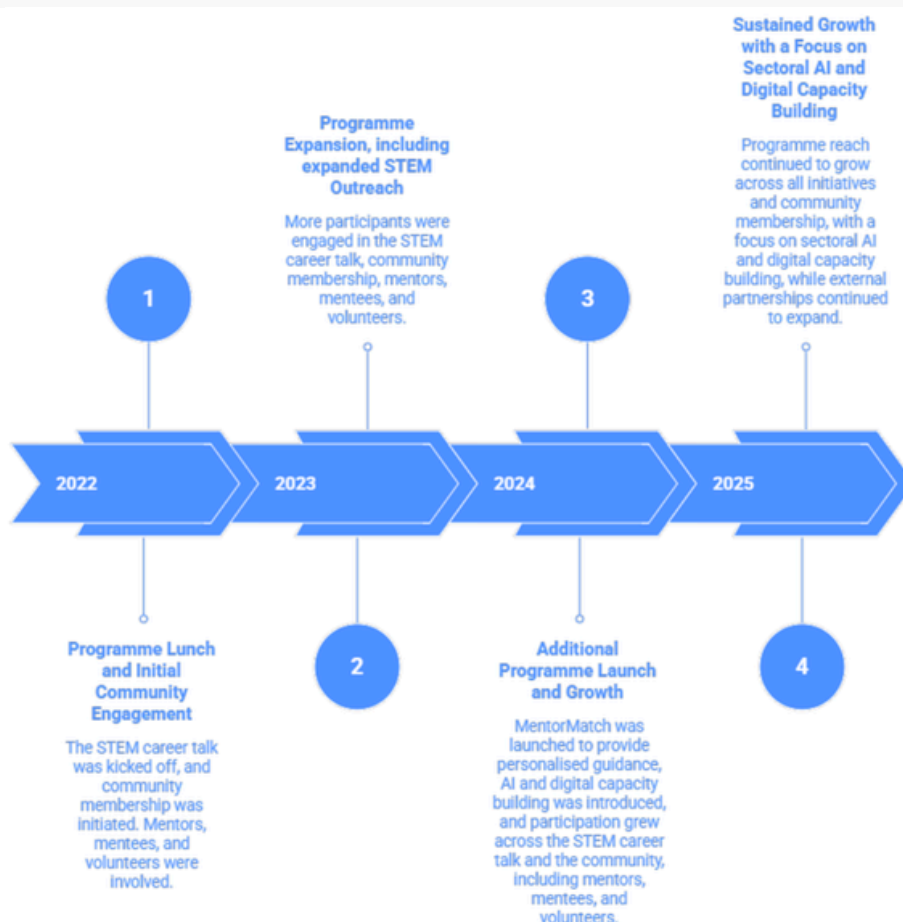
To translate interest into capability, AI Capacity Building and Digital Skills Development delivers structured, hands-on learning that equips participants with practical digital competencies and job-relevant skills. Training is designed to be accessible and applicable, enabling beneficiaries to adopt modern tools for learning, productivity, entrepreneurship, and workplace readiness. The approach supports learners at different levels and strengthens confidence through progressive skill building.

**MentorMatch and Structured Mentorship** anchors She&Tech's support model. Through cohort-based mentoring and targeted guidance, beneficiaries receive sustained support in education planning, career decision-making, professional development, and entrepreneurship. This model reinforces accountability, strengthens peer learning, and builds long-term mentor-mentee relationships, while

connecting participants to credible insights, networks, and opportunities that accelerate career readiness.

Finally, **Partnerships and Ecosystem Support** strengthen scale and sustainability. Through collaborations with strategic partners and access to global learning resources, She&Tech expands the reach, quality, and relevance of its programmes. This ecosystem approach improves delivery capacity, enhances learning outcomes, and aligns skills development with labour-market needs.

Overall, She&Tech's activities reflect a holistic and scalable approach that combines awareness creation, skills development, mentorship, and partnerships. By engaging beneficiaries at different entry points and levels of readiness, She&Tech continues to build a sustainable support system that strengthens participation in education, employment, and entrepreneurship, while advancing inclusive digital empowerment.



**Figure 1: Key Program Milestones and Beneficiary Growth (2022-2025)**

# OUR IMPACTS

## Impact Stories & Testimonials

### Quick Stories

#### STEM CAREER TALK

##### Beneficiary 1 (A.S., Kaduna State)

Before: Interested in STEM but unsure of pathways.  
After: Chose a learning track and joined the community.

#### AI & DIGITAL CAPACITY BUILDING

##### Beneficiary 2 (M.D., Abuja)

Before: Limited digital skills for work/study.  
After: Completed modules and applied skills in school/work.

#### MENTORMATCH

##### Beneficiary 3 (M.M, Kogi State)

Before: Needed guidance and confidence to progress.  
After: Matched with a mentor and set a 90-day growth plan.

### Voices from the Community

#### PARTICIPANT

*"I moved from curiosity to confidence. I can now use AI tools to study and work smarter."*

#### MENTOR

*"I was impressed by the progress. Many mentees went from interest to action, building skills and pursuing opportunities."*

#### PARTNER

*"She&Tech's delivery was organised and impact-focused, and it aligned well with our inclusion and capacity-building goals."*

4,077  
(2022 - 2025)

Total Beneficiaries

132

(2022 - 2025)

MentorMatch Beneficiaries

1,426

(2022 - 2025)

STEM Career Talk beneficiaries

897

(2022 - 2025)

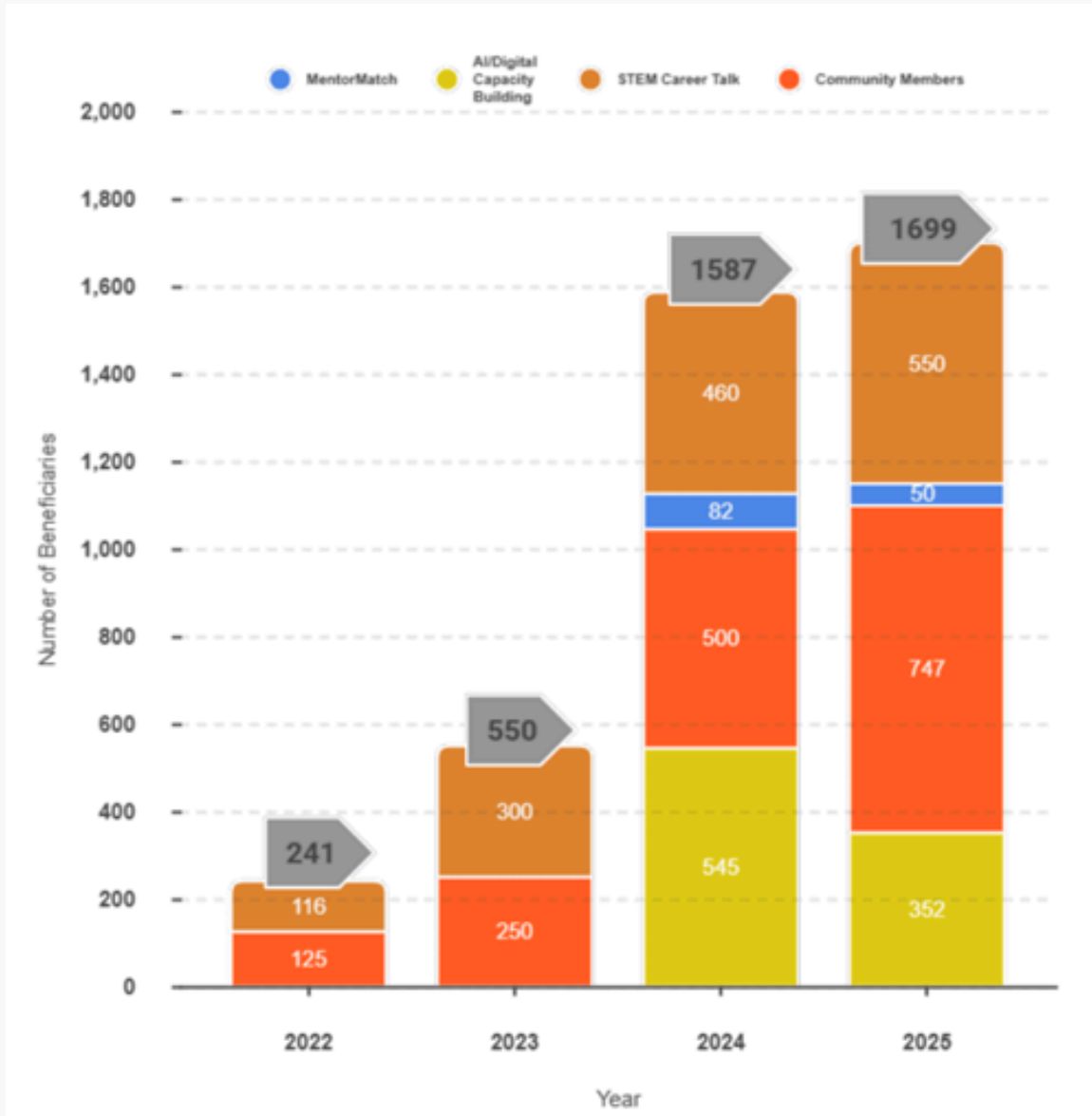
AI Capacity Building Beneficiaries

1,622

(2022 - 2025)

Community Outreach Beneficiaries

# OVERALL GROWTH



**Figure 2:** Overall Growth in Beneficiary Reach across Programmes (2022-2025)

She&Tech's beneficiary reach grew steadily from 241 (2022) to 550 (2023), then saw a major step-change to 1,587 (2024), and continued to rise to 1,699 (2025). The early years (2022–2023) were driven mainly by STEM Career Talks and community building, establishing the foundation. In 2024, growth accelerated through programme diversification, led by the introduction of AI/Digital Capacity Building, alongside sustained STEM outreach, expanded community membership, and the launch of MentorMatch. By 2025, overall reach increased again, powered primarily by stronger community membership and continued STEM Career Talks, while capacity building and mentoring remained active. Overall, there is an obvious evolution of She&Tech from awareness and community formation into a more complete empowerment pipeline that combines skills development, mentorship, career exposure, and community support.

# STRATEGIC SNAPSHOT

## 2026 Readiness Snapshot (SWOT)

### Strengths

- Growing beneficiary reach (2022–2025)
- Full pipeline: STEM talks, skills, mentoring, community
- Active mentor/mentee/volunteer community
- Clear mission and increasing credibility

### Weaknesses

- Indirect reach not always tracked
- Funding still limited and founder-led
- Delivery capacity depends on a small core team
- Monitoring and evaluation systems still maturing

### Opportunities

- High demand for sectoral AI/digital skills
- Partner replication (e.g., DSN cohorts)
- NITDA partnership to boost visibility and DL credibility
- Digital learning pathway to scale fast

### Threats

- Funding uncertainty and shifting donor priorities
- Competition for attention among similar initiatives
- Rapid tech change can outpace curriculum updates
- Operational strain as scale increases

*This snapshot is to bridge the 2022–2025 scorecard to the 2026 scale plan.*

### Strengths

She&Tech has demonstrated consistent growth in overall reach across programmes and has evolved into a full empowerment pipeline that combines STEM career exposure, AI and digital capacity building, mentoring, and an active community. The organisation is mission-driven, community-backed, and increasingly recognised through its engagements and partnerships, with a growing base of mentors, mentees, and volunteers that strengthens delivery and credibility.

### Weaknesses

Tracking is still maturing, so some activities and indirect reach may be undercounted, especially partner-led engagements. Delivery capacity is also constrained by limited dedicated funding and a reliance on founder-driven support, which can restrict how quickly programmes can be replicated at scale.

### Opportunities

There is rising demand for sectoral digital skills, responsible AI learning, and structured mentorship for women and youth. Strategic partnerships (including planned collaborations such as DSN Arewa Ladies in Tech and institutional visibility support through NITDA for digital learning) provide a clear path to rapid replication. Digital learning offers an “always-on” channel to scale beyond physical events, while the growing WhatsApp communities provide a strong pipeline for enrolment, retention, and referrals.

### Threats

Economic pressures and shifting donor priorities could slow funding mobilisation, and the fast-changing tech landscape could outpace curriculum updates if continuous improvement is not resourced. Competing programmes may also fragment attention, making it important for She&Tech to differentiate through quality, structure, and measurable outcomes.

**Figure 3:**  
SWOT  
(Optimistic,  
Growth-  
Oriented)

# PROJECTIONS

## 2026 Target: Scale Year

Drill-down target aligned to the 2030 pathway (as of Jan 2026).

### 2026 Target (annual beneficiaries)

# 50,000

Quarterly target: 12,500

Monthly target: ~4,167

**Reason:** While the average annual reach needed for 2026–2030 is 199,185, 2026 is set as a ramp-up year to build the delivery engine (partners + digital modules + trainers + tracking) that enables much higher volumes from 2027 onward.

### Immediate scale strategy (2026)

- Partner replication:** 20 partners × 4 cohorts/year × ~400 participants (~32,000). Start with DSN (Arewa Ladies in Tech) for 2 cohorts, with a clear alignment session on project fit and outcomes.
- Digital Learning partnership:** seek NITDA support for DL to boost visibility, credibility, and scale.
- Digital modules:** always-on sectoral AI learning pathway targeting ~15,000 completions.
- Train-the-trainer:** certify 200 facilitators to deliver cohorts continuously.
- Community conversion:** enrolment drives to add ~3,000 participants from WhatsApp communities.
- Tracking discipline:** single registration + partner reporting to capture direct and indirect reach.
- Funding:** move beyond founder/friends/family support; secure funding for scale and sustainability.

**Illustrative ramp to 2030 (remaining 995,923):** • 2026 50k • 2027 150k • 2028 250k • 2029 300k • 2030 245,923.

**Execution focus:** standardise a repeatable programme pack, scale through partners, and report progress monthly.

**Figure 4:** 2026 Target and the path to a million beneficiaries

## 2026 Implementation Roadmap (Scale Year)

A practical, quarter-by-quarter plan to build the scaling engine and accelerate beneficiary reach.

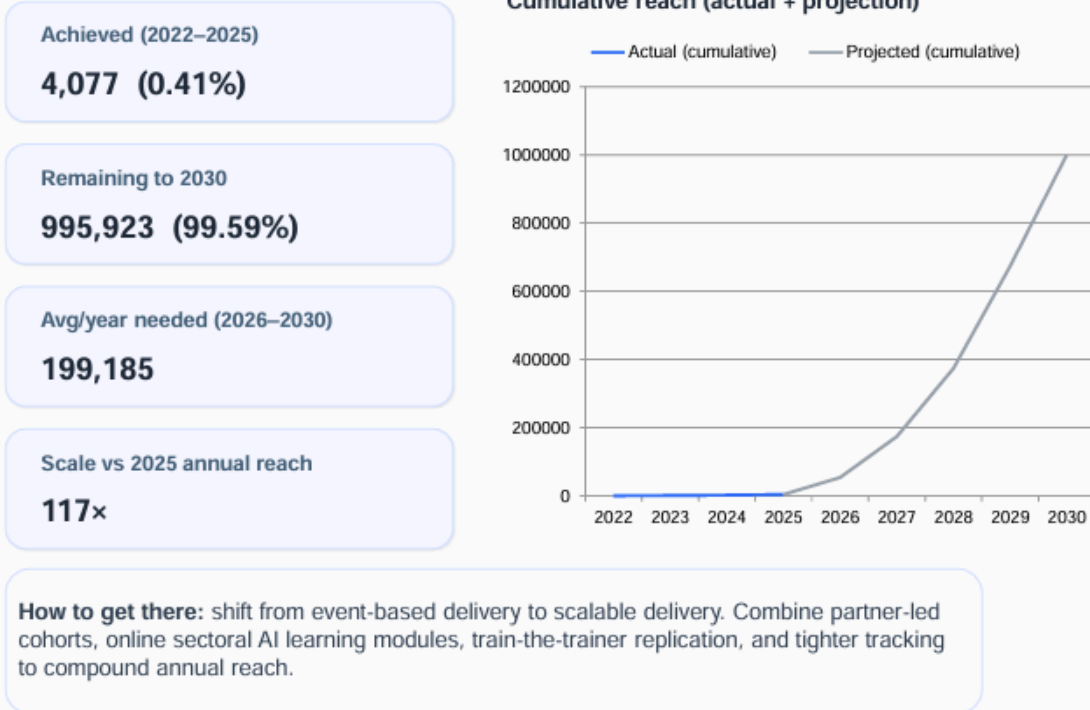
<b>2026 TARGET</b> 50,000	<b>CADENCE</b> ~12,500 / quarter	<b>FOCUS</b> Partnership replication + Digital Learning
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### 2026 Roadmap (Q1–Q4)

Q1	Q2	Q3	Q4
<b>Partner activation &amp; launch</b> Partnership alignment workshops (DSN Arewa Ladies in Tech: 2 cohorts) NITDA Digital Learning partnership engagement (visibility + credibility) Standardise curriculum, facilitator guides, and reporting templates	<b>Delivery engine build-out</b> Train-the-trainer cohort 1 (initial 100 facilitators) Launch “always-on” sectoral AI learning pathway (first completion wave) Unified registration + dashboard; monthly partner reporting begins	<b>Replication &amp; optimisation</b> Scale partner network and run repeat cohorts across sectors Community enrolment drives to convert members into cohorts/modules Quality assurance: facilitator observations + learner feedback loops	<b>Consolidate &amp; prepare 2027 ramp</b> Train-the-trainer cohort 2 (reach 200 facilitators certified) Publish year-end outcomes + partner impact briefs Lock 2027 partner commitments and funding for scale

## Projection: Path to 1,000,000 Beneficiaries by 2030

Backcast from target (as of Jan 2026). Projection assumes scale through partnerships and digital delivery.



**Figure 5:**  
Path to  
1,000,000 by  
2030.

The projection shows that She and Tech has completed its foundation phase and must now shift into scale. With 4,077 beneficiaries reached by 2025, the remaining gap to one million is 995,923, which implies an average requirement of about 199,185 beneficiaries per year from 2026 to 2030. This level of reach cannot be achieved through incremental growth or more standalone events.

The curve should be read as a planned ramp that depends on scalable delivery models. It assumes partner-led replication through repeat cohorts, an always-on sectoral digital learning pathway that can reach large numbers efficiently, and a train-the-trainer approach that expands facilitation capacity beyond a small central team. It also relies on stronger community-to-programme conversion and tighter tracking so that both direct participation and partner-enabled indirect reach are captured credibly. Overall, the projection is presented as a plan-led pathway grounded in experience and operational learning, and it highlights that sustainable funding and strategic partnerships will be essential to deliver impact at the required scale.

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# OUR TEAM



**Dr. Amina Sambo  
Magaji**

Founder



**Dr. Muyideen Dele  
Adewale**

Principal Partner



**Maimuna Suleiman**

Director of Programs



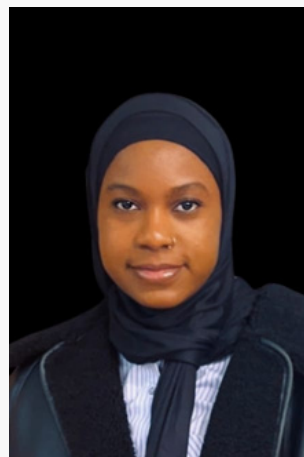
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# OUR PARTNERS



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