**PROBLEM**:
The tech industry is still largely male-dominated, with women representing a small percentage of the workforce. According to data from the National Center for Women & Information Technology, women make up only 25% of the computing workforce, and the numbers are even lower for women of colour. This lack of diversity not only limits opportunities for women but also affects the quality of technology produced. A study by McKinsey & Company found that companies in the top quartile for gender diversity are 15% more likely to have financial returns above their respective national industry medians. Therefore, a lack of diversity can negatively impact the financial performance of companies. Furthermore, many women interested in technology may lack the knowledge, skills, or connections needed to break into the industry. A survey by Girls Who Code found that 76% of girls interested in tech say they haven't considered a career in tech because they don't know what opportunities are available. Women in tech also face unique challenges, such as unconscious bias, workplace harassment, and a lack of female role models. A survey by Pew Research Center found that women in tech are more likely than men to experience gender discrimination in the workplace.

**SDG**:
Our app is directly aligned with Goal 5 of the United Nations' Sustainable Development Goals, which is to achieve gender equality and empower all women and girls.

**SOLUTION**:
Our app is designed to provide women with the tools, knowledge and connections they need to succeed in the tech industry. By providing online video courses, accountability partners, and tools to build resumes, we're making it easier for women to gain the skills and knowledge they need to succeed in tech. Our compulsory gender equity course also helps raise awareness of the unique challenges faced by women in tech and encourages users to be part of the solution. The app also provides a forum for these women in technology to connect with each other.
The app's features include:
- Online Video Courses: Our app provides online video courses covering a range of tech fields, including programming, web development, data science, etc. These courses are designed to be accessible to beginners while also providing advanced content for more experienced users. Each course is taught by at least one industry expert and includes hands-on exercises and projects to help users apply what they've learned.
- Accountability Partners: We recognise that learning new skills can be challenging, so we've built a feature that allows users to invite accountability partners to help them stay motivated and on track. Accountability partners can be friends, family members, or other users of the app, and they can provide encouragement, support, and feedback on progress.

- Resume Builder: Our app includes a tool to help users build their resumes and showcase their skills. The tool allows users to highlight their completed courses, projects, and other achievements, making it easier for them to stand out to potential employers.
- Compulsory Gender Equity Course: To help raise awareness of the unique challenges faced by women in tech and to encourage users to be part of the solution, we've made it compulsory for all users to complete and gender equity course. The course covers topics such as unconscious bias, workplace harassment, and strategies for promoting diversity and inclusion.
- Partnerships with Companies and NGOs: We intend to partner with top companies and NGOs to facilitate employment opportunities for our users. Our app provides a platform for companies to advertise internships and job opportunities, while also connecting our users with these opportunities directly.

- A Forum: These are the key features of our forum:
  1. Community Building: A forum is a place for women to connect with like-minded individuals who share similar interests and goals in tech. Users can create profiles, share their experiences, and connect with others who have similar backgrounds and interests.
  2. Topic Discussions: The forum is divided into topic categories, such as programming, web development, and data science. Within each category, users can start discussions, ask questions, and share resources related to that topic.
  3. Moderation: Our forum is moderated to ensure that it remains a safe and respectful space for all users. We have a code of conduct that outlines expected behaviour, and our moderators are trained to handle any issues that arise.
  4. Mentoring and Support: Users can also use the forum to find mentors or accountability partners, who can provide support, guidance, and feedback on their progress. This feature is particularly helpful for women who may not have access to female mentors in their workplaces or personal networks.
  5. Overall, the forum feature of our app is designed to create a supportive community for women in tech, where they can connect with each other, share experiences, and learn from one another. By providing a safe and inclusive space for women to connect and support each other, we hope to create a more diverse and inclusive tech industry.

By providing a comprehensive set of resources and connections, our app is designed to make it easier for women to gain the skills, knowledge, and connections they need to

succeed in the tech industry. We believe that by empowering more women to enter and thrive in tech, we can help create a more equitable and diverse future for the industry.

**COMPETITION ANALYSIS:**
While there are other educational platforms and career resources available online, our app is unique in its focus on promoting gender equity in the tech industry. We also offer a comprehensive suite of features, including video courses, resume builders, and a platform for companies to advertise job opportunities.

**TARGET MARKET:**
Our target market is women of all ages who are interested in technology but may lack the knowledge, skills, or connections needed to break into the industry. This includes students, recent graduates, and women looking to transition into tech from other industries.

**POSITIVE IMPACT**:
Our app has the potential to make a significant impact by introducing more women to the tech industry and promoting gender equity. By providing resources and connections to help women build their careers in tech, we're helping to increase diversity and improve the quality of technology produced. We also aim to create a ripple effect by empowering women to become advocates for gender equity and to help other women succeed in the tech industry.

**FUTURE GOALS:**
Our future goals include expanding our partnerships with companies and NGOs to create more job opportunities for our users. We also aim to expand our course offerings to cover a wider range of tech fields and to incorporate more interactive features to enhance user engagement. Ultimately, our goal is to become the go-to resource for women interested in tech, helping to bridge the gender gap in the industry and create a more equitable and diverse future.

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- Employment: This is one of the key features of this app aside from skill acquisition. This solution allows us to match top talents (based on best performance) and secure internships and entry level job positions with companies and NGOs we partnered with.

- Skill assessments: Consider offering skill assessments to help women identify their strengths and weaknesses. This will help women tailor their learning experience to their specific needs and set achievable goals.

- Accountability Partners: We recognize that learning new skills can be challenging, so we've built a feature that allows users to invite accountability partners to help them stay motivated and on track. Accountability partners can be friends, family members, or other users of the app, and they can provide encouragement, support, and feedback on progress.

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space for women to connect and support each other, we hope to create a more diverse and inclusive tech industry.

- Crowdfunding:  Our platform gives room for raising donations for laptops, data subscriptions, monetary support etc especially for women and girls  in IDPs and rural areas.

Access to education and information: Technology can be used to provide women and girls with access to educational resources and information, regardless of their geographic location.

The solution of building an app to provide women with the tools, knowledge, and connections they need to succeed in the tech industry can be used to advance gender equality and women's empowerment (GEWE) in several ways:

1. Providing access to education and training: The app can help women access education and training opportunities that they may not have had otherwise. This can help to level the playing field and ensure that women have the same opportunities as men to develop the skills they need to succeed in the tech industry.
2. Encouraging mentorship and networking: The app can facilitate mentorship and networking opportunities for women, which can be a valuable source of support, guidance, and career development. This can help women build professional relationships and gain access to industry insights and job opportunities.
3. Fostering community and support: The app can create a sense of community and support for women in tech, which can help to address feelings of isolation and imposter syndrome that women in male-dominated fields often experience. By providing a platform for women to connect with each other, the app can help to build a sense of solidarity and mutual support.
4. Raising awareness of gender equity issues: The app's compulsory gender equity course can help raise awareness of the unique challenges faced by women in tech and encourage users to be part of the solution. By educating users on issues such as unconscious bias, gender stereotypes, and workplace harassment, the app can help to promote a more inclusive and equitable tech industry.

The product development cycle of this app consists of the user interface, user experience and development phase. Currently, we have progressed from the user interface and experience phase and are current in the development phase of the app

Our solution is targeted at women and girls who are interested in technology but may lack the knowledge, skills, experience, or connections needed to break into the industry. This includes students, graduates, women and girls in IDPs, women and girls in rural communities, and women and girls looking to transition into tech from other industries or fields.

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The app's features include:

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1.(leave this for Dolapo)
Share a brief bio/profile and photo of you (academic, professional qualification/experience, your work and area of interest):

Dolapo Abdulkareem is a UI/UX designer with a keen interest in writing. She is a graduate of pure and applied chemistry from a prestigious university in Nigeria. Her passion for tech, business, and making an impact led to her transition from the chemistry field to technology. She has worked and volunteered with startups that specialise in healthcare, law, robotics, and programming fields. She is also an executive and a mentor at two NGOs focused on empowering women in tech across Africa.

2.
Provide elaborate detail of your technology, innovation or initiative so that we can get a better sense of it

**Title/Theme of the innovation**: LearnFille

**What problem or need is the technology aiming to solve?**
Accessibility of technological education for young women and employment in the tech field.

**Which target audience/group are you reaching with this technology? - women, men, boys, girls, rural, urban, young people, persons living with disabilities, elderly persons, IDPs, humanitarian setting, people living with HIV etc.**
Our solution is targeted at women and girls who are interested in technology but may lack the knowledge, skills, experience, or connections needed to break into the industry. This includes students, graduates, women and girls in IDPs, women and girls in rural communities, and women and girls looking to transition into tech from other industries or fields.

**Why did you develop this technology/innovation? i.e., a need you identified not being met, a gap in the market etc.**
The tech industry is still largely male-dominated, with women representing a small percentage of the workforce. This lack of diversity not only limits opportunities for women but also affects the quality of technology produced.
Therefore, a lack of diversity can negatively impact the financial performance of companies. Furthermore, many women interested in technology may lack the knowledge, skills, or connections needed to break into the industry.

3.
**How does the technology work?**
The solution of building an app to provide women with the tools, knowledge, and connections they need to succeed in the tech industry can be used to advance gender equality and women's empowerment (GEWE) in several ways:

- Providing access to education and training needs to succeed in the tech industry.
- Encouraging mentorship and networking
- Fostering community and support
- Raising awareness of gender equity issues

Our compulsory gender equity course also helps raise awareness of the unique challenges faced by women in tech and encourages users to be part of the solution. The app also provides a forum for these women in technology to connect with each other.

**Is this technology readily available to the target audience?**

No, it is still under development. However, we currently have a whatsapp community where we mentor, empower and guide women interested in learning tech skills.

**Is this technology affordable?**
Yes. The technology would be free and accessible for everyone who identifies as a woman. (No cost for males but they won't be entitled to exclusive features like the employment opportunities)

**Is this technology user friendly?**
The user interface is built to be easily understood and navigated by users. The users will be able to engage with this product with little or no guidance while looking to achieve their goals.

**Is this technology durable?**
Yes:

Yes, this technology is durable. Updates and iterations will be made based on the users feedbacks in order to improve the user's experience
The quality of the code used to develop the app is well-written and properly structured code is easier to maintain and update over time, reducing the likelihood of bugs or crashes.
The app is currently compatible for android devices A mobile app is designed to be responsive to different screen sizes and resolutions can ensure that it remains functional and user-friendly across a range of devices.
The app is also secure. It is designed with robust security features to prevent unauthorised access, data breaches, and other security threats.

4.
**How can technology, innovation or initiative be used to advance gender equality and women's empowerment (GEWE)?**
**(women's rights; access to information, data & education; finance & economic empowerment; access to market and other financial services; time saving devices & reduction of drudgery from unpaid care work; sexual & reproductive health services)**
*It can cover a number of these topics, may not be limited to just one*
- Access to Information and Education
- Financial Inclusion
- Economic Empowerment
- Gender-Responsive Data
- Addressing Gender-Based Violence

Overall, technology, innovation, and initiatives have the potential to drive significant progress in advancing gender equality and women's empowerment. By using technology and innovation to create new opportunities and address systemic barriers, we can help ensure that women have the resources and support they need to thrive.

**What has been the outcome of the use of your technology/innovation?**

**So far, we have successfully mentored women who have grown in the tech space and landed their first internship and entry level  jobs**

**How many people has this technology benefited?**

**Over 40+ women**

5.
**Is this innovation in partnership with anyone, any organisation etc.?{Your name here}**

**At what stage is the technology/innovation? i.e. still being developed, complete, in use etc.**
The product development cycle of this app consists of the user interface, user experience, and development phase. Currently, we have progressed from the user interface and experience phase and are current in the development phase of the app

**Has it received funding? If so, from which individuals/organisations? If so, how much funding was received?**
**If you had funding and other support, what would you do to advance the technology/innovation?**

Facilitate the development of the project to deployment, create brand awareness and promotions physically and digitally, and conduct outreach programs to reach out to women, especially in remote areas.

6.
**Which state are you located in?**
Abuja

**Which State(s) is your initiative implemented in?**

7.
**Kindly share any links, images, photos, coverage etc. of your technology/innovation here**

**Please also share any further information you think may be relevant**

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1.  **Introduction**
2.  **How it works**
3.  **Our Target Audience**
4.  **How LearnFille improves issues of gender equality and the empowerment of women.**
5.  **Accessibility and affordability of the product**
6.  **Possibility of scalability and sustainability**
7.  **Support needed to expand  and reach more women and girls.**

1.
The tech industry is still largely male-dominated, with women representing a small percentage of the workforce. According to data from the National Center for Women & Information Technology, women make up only 25% of the computing workforce, and the numbers are even lower for women of color.
This lack of diversity not only limits opportunities for women but also affects the quality of the technology produced.

2.
Our solution is LearnFille, a mobile application that provides women and girls with the tools, knowledge, platform, resources, and connections they need to succeed in the tech industry by:
- Video Courses and Documents
- Skill assessments
- Compulsory Gender Equity Course
- Accountability Partners

- Resume Builder
- Forum
- Internship/Job Opportunities

3.

Our solution is targeted at women and girls who are interested in technology but may lack the knowledge, skills, experience, or connections needed to break into the industry. This includes students, graduates, women and girls in IDPs, women and girls in rural communities, and women and girls looking to transition into tech from other industries or fields.

4.

- Access to Information and Education
- Financial Inclusion
- Economic Empowerment
- Gender-Responsive Data
- Addressing Gender-Based Violence

The Overall technology, innovation, and initiatives have the potential to drive significant progress in advancing gender equality and women's empowerment. By using technology and innovation to create new opportunities and address systemic barriers, we can help ensure that women have the resources and support they need to thrive.

5.

This app would be made available for Android and iOS users by uploading on playstore and Apple store.

The App would be designed to be responsive to different screen sizes and resolutions, this is to ensure that it remains functional and user-friendly across a range of devices. This application would be free and accessible to everyone who identifies as a woman. (No cost for males but they won't be entitled to exclusive features like the employment opportunities)

6. Possibility of scalability and sustainability

- Partnership and collaborations ie tech companies, NGOs,
- Versioning

- Marketing, promotion and outreach
- Localization
- Community building
- User Feedback and continuous improvements
- Monetization

7.
Support needed to expand and reach more women and girls

**LearnFille two(2) years sustainability budget**

| S/N | | Description | Budget (Naira) |
|-----|------|-------------|----------------|
| 1 | Program Awareness and Visibility | Social Media Advert and Outreach | 1,000,000 |
| 2 | Software Development | Frontend, Backend and Devops | 1,600,000 |
| 3 | Project Management | Community Manager and Project Coordinator | 1,200,000 |
| 4 | Platform Maintenance | Server hosting, SSL and Domain name | 600,000 |
| 5 | Internet accessibility and Logistics | Data subscription and Transportation | 500,000 |

| | Total: | | 4,900,000 |
| --- | --- | --- | --- |