Case Study

TCKZone Digital Skills Fellowship

A DEI LEARNING DESIGN PROGRAM DRIVING DIGITAL INCLUSION

— Oct 2023 - Dec 2024 —

Documented by:

Oluwadamilola Ojo

Delivered by:

TCK Zone

TCKZONE
DIGITAL SKILLS
FELLOWSHIP

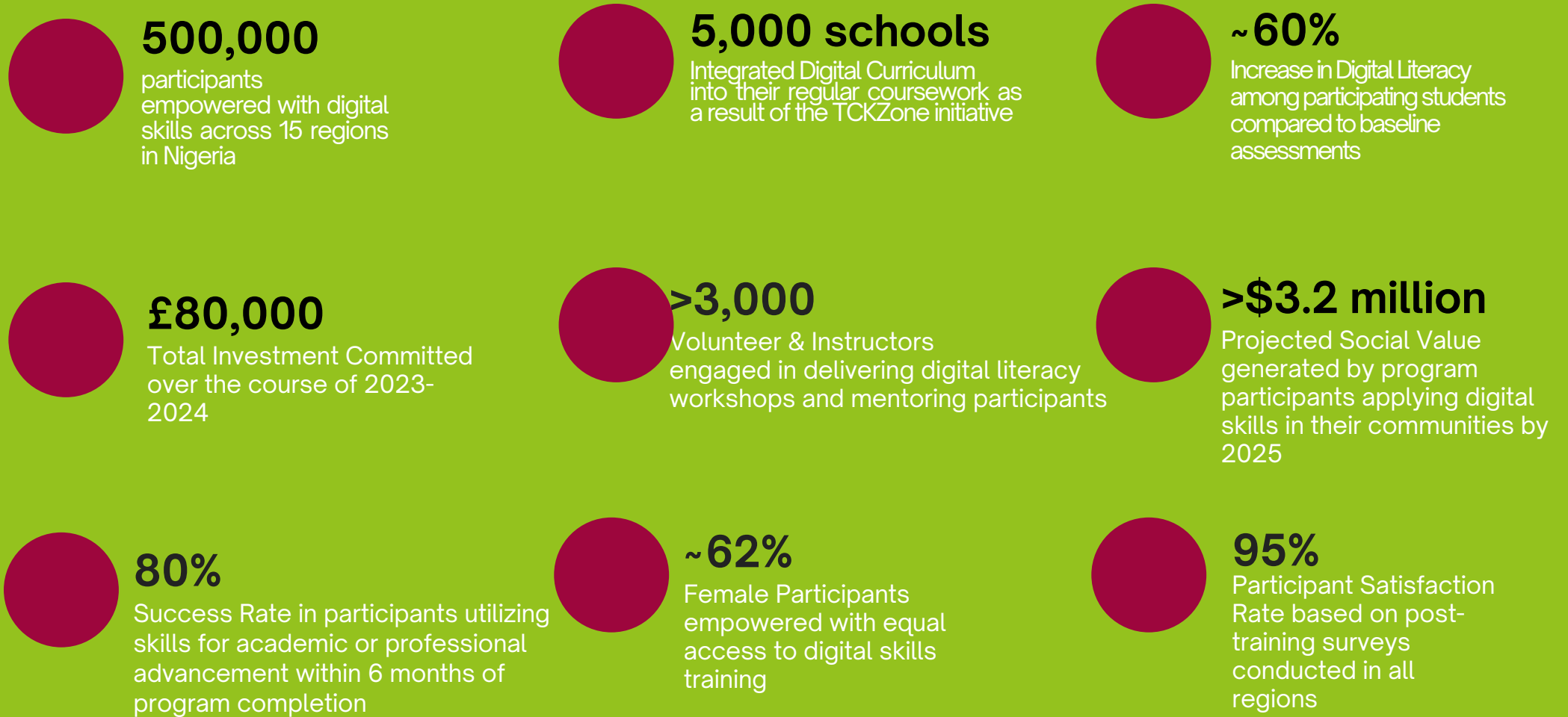De Keepers Schools

Contents

Project Overview

The TCKZone Digital Skills Fellowship is a transformative DEI-focused learning program designed to bridge the digital divide, address skills gaps, and create equitable learning opportunities for young learners across Africa. Providing learners from underserved communities with critical technology skills.

**Oluwadamilola Ojo
Project Manager and DEI Learning Designer**

By providing accessible, inclusive, and high-quality digital education, the program empowers children, teenagers, and educators, regardless of socio-economic background, gender, or geographical location, can access high-quality digital training and STEM education.

When we launched this program, our vision was clear: to bridge the digital divide and provide equitable access to the tools and knowledge that are vital in today's digital age to 500,000 young students across Nigeria, Kenya, and Ghana. We knew that this would not be an easy task, but the enthusiasm, resilience, and determination of our participants have exceeded our expectations and driven the program to great success.

These young minds, now empowered with the knowledge of digital tools, are better prepared to face the challenges of the future and to seize the opportunities that come their way. One of the most rewarding aspects of this program has been witnessing the transformation in our participants. I have heard countless stories of young people who, before this program, had never touched a computer, never navigated the internet, or never imagined a future where they could leverage technology to achieve their dreams. Today, these same young people are not only proficient in basic digital skills but are also dreaming bigger, thinking more critically, and aspiring to careers in fields they had never before considered. This transformation is the true measure of our success.

Project Overview

500,000 participants empowered with digital skills across 15 regions in Nigeria

5,000 schools Integrated Digital Curriculum into their regular coursework as a result of the TCKZone initiative

~60% Increase in Digital Literacy among participating students compared to baseline assessments

£80,000 Total Investment Committed over the course of 2023-2024

>3,000 Volunteer & Instructors engaged in delivering digital literacy workshops and mentoring participants

>$3.2 million Projected Social Value generated by program participants applying digital skills in their communities by 2025

80% Success Rate in participants utilizing skills for academic or professional advancement within 6 months of program completion

~62% Female Participants empowered with equal access to digital skills training

95% Participant Satisfaction Rate based on post-training surveys conducted in all regions

As a Learning Designer (DEI) within this initiative, my role has been instrumental in:

- Developing and refining high-impact learning experiences tailored to diverse learners.

- Conducting robust qualitative research and insights analysis to inform content and engagement strategies.

- Creating engaging, interactive, and accessible learning materials that promote inclusive learning.

- Designing data-driven instructional content, leveraging research and real-world case studies.

- Ensuring the program aligns with global DEI and digital equity standards, fostering sustainable change.

Through strategic partnerships with schools, government agencies, and community organizations, the fellowship has successfully impacted over 500,000 students across Nigeria, Ghana, and Kenya.

ASNE

DEI Learning Design Approach & Implementation

Learning Design & Content Development

The TCKZone Digital Skills Fellowship was designed to accommodate learners at different levels of digital proficiency. The program structure follows a multi-tiered approach:

- **Community-Based Digital Training:** Targeting underserved teens with limited or no prior digital exposure.

- **School-Based Training:** Working within existing school curricula to integrate digital learning.

- **E-Learning Expansion:** Developing online learning content accessible via Skooqs, TCKZone's e-learning platform.

- **Teacher Training Programs:** Equipping educators with digital tools to ensure sustainability.

TCK Zone

DIGITAL SKILLS FELLOWSHIP

CURRICULUM

2023/2024

[Download Curriculums](#)

Learning Design & Content Development

As the lead DEI Learning Designer, I developed a highly structured, adaptive curriculum that includes:

- **Project-Based Learning Modules:** Encouraging students to solve real-world problems through technology.

- **Gamified Learning Content:** Making digital education engaging, fun, and interactive.

- **Multi-Language Accessibility:** Translating materials for inclusivity across diverse regions.

- **Inclusive Design Strategies:** Using Universal Design for Learning (UDL) principles to accommodate different learning abilities.
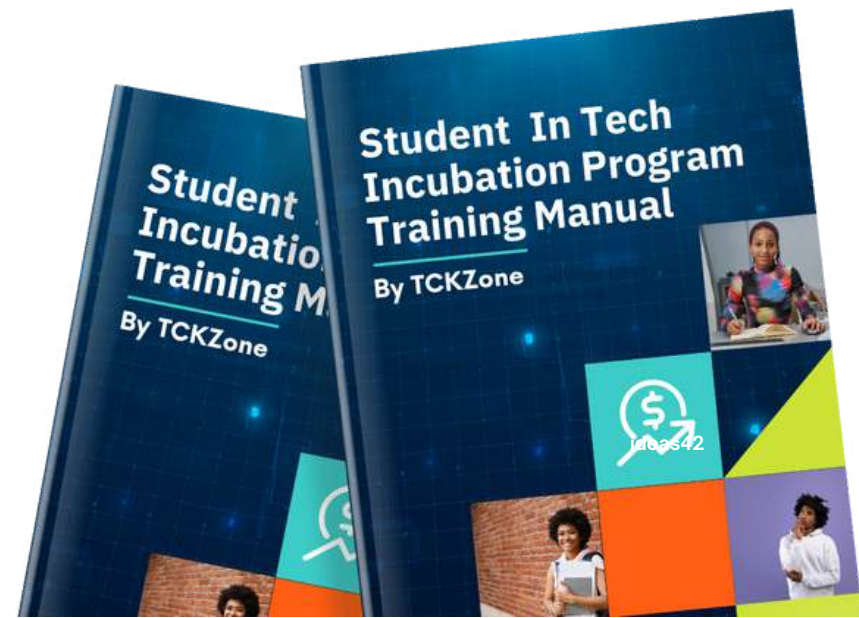
Learning Resources

Download Manual

Research & Insights-Driven Learning Development

The program design was informed by extensive qualitative research and data analysis, ensuring that learners' unique needs, barriers, and learning styles were addressed.

- **Needs Assessment**: Conducted surveys and focus groups to understand barriers preventing marginalized students, especially girls and those from low-income backgrounds, from accessing digital education.
- **Pre- and Post-Learning Evaluations:** Used SurveyMonkey and Google Forms to assess students' progress, engagement levels, and content effectiveness.
- **Stakeholder Interviews:** Worked with educators, parents, policymakers, and learners to co-design inclusive learning strategies.
- **Gender & Socioeconomic Inclusion Analysis:** Ensured content and instructional methods were accessible to female learners and economically disadvantaged students.

Needs Assessment
Post Assessment

Data Analysis & Insights for Continuous Learning Improvement

As part of the monitoring & evaluation process, I:

- Developed learner tracking systems to measure skill acquisition over time.

- Used quantitative and qualitative research tools (e.g., Google Sheets) to analyze engagement data.

- Created impact dashboards to visualize student participation and progress.

- Provided insights-driven recommendations to refine the learning experience.

The research findings helped improve the course design, accessibility features, and instructional materials.

Measuring impact

Trainings by state

Number of Students

State	
Lagos	(≈67000)
Abuja	
Calabar	
Kaduna	
Katsina	
Kano	
Edo	
Osun	
Ghana	
Enugu	
Others	

(x-axis: 0, 10000, 20000, 30000, 40000, 50000, 60000, 70000)

DSF Training duration

Legend: 1 DAY, 2 DAYS, 2 WEEKS, 4 WEEKS
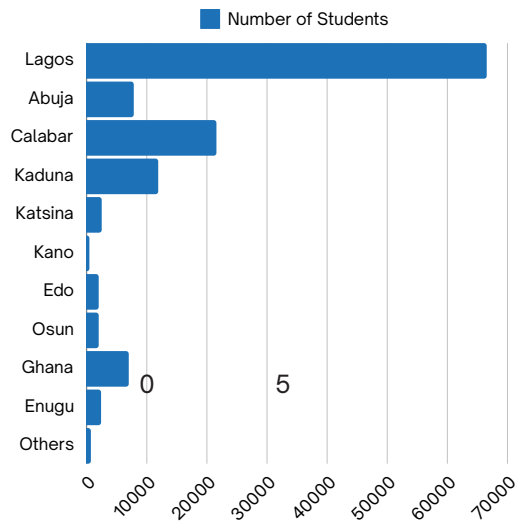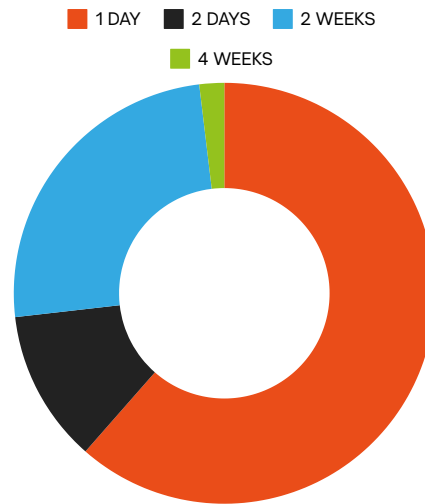
Skills Students were Trained on

Introduction to Technology	Basics of Computer
32710	23750

Coding and Algorithm	Digital...	AI & M...
22900	8480	7670

Scratch Programming	Gra...		Ty...
13850	5800	4920	4832
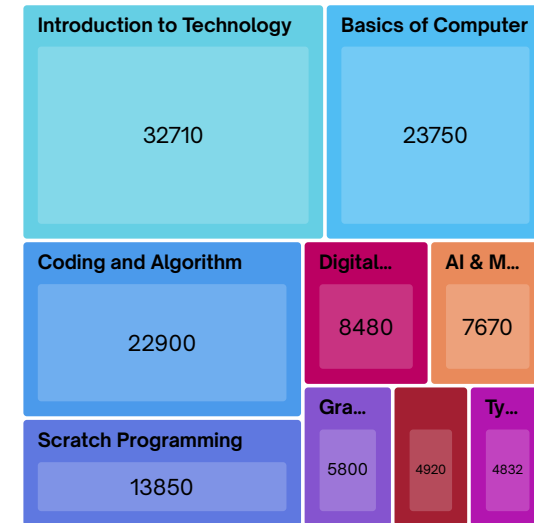
Baseline assesment vs End Line Assessment (In %)

Legend: Baseline, Endline

- Power ON/Boot/Power OFF a computer system?
- How to create file folders, delete files, copy file and paste files?
- Aware of the various windows operating system types and how to identify them?
- How to connect to the Internet/what the internet is?
- Do you know how to setup an email account?

(x-axis: 0, 20, 40, 60, 80, 100)

Based on Gender

Legend: Male, Female

13
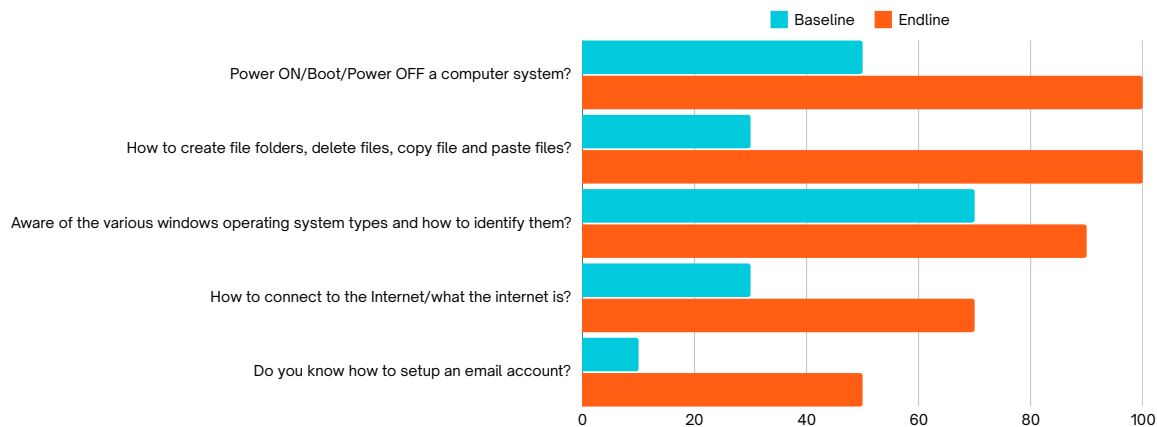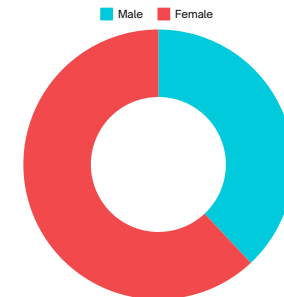
Student stories

At TCKZone Digital Skills Fellowship Program, our student stories are a vital tool in illustrating the tangible impact of our digital skills training initiatives. These detailed narratives go beyond numbers and statistics, offering a closer look at how our programs are transforming lives and communities.

By highlighting individual stories and community projects, these case studies demonstrate how our initiatives have empowered participants to overcome challenges, gain new opportunities, and make a meaningful impact in their lives and communities. Each case study serves as a powerful example of the real-world benefits of digital education.

Each case study focuses on a unique story, highlighting the journey of individual participants or groups who have leveraged the skills and knowledge gained through our training to overcome significant challenges.
Our case studies showcase the diverse ways in which digital education can create opportunities and drive change. These stories not only underscore the effectiveness of our programs but also inspire others by demonstrating what is possible with the right support and resources.

By providing a comprehensive view of the outcomes and long-term benefits of our initiatives, our case studies serve as powerful examples of how digital skills can empower individuals to take control of their futures and make lasting contributions to their communities. Through these real-world examples, we are able to communicate the broader social and economic impact of our work, reinforcing the importance of digital literacy in today's world.
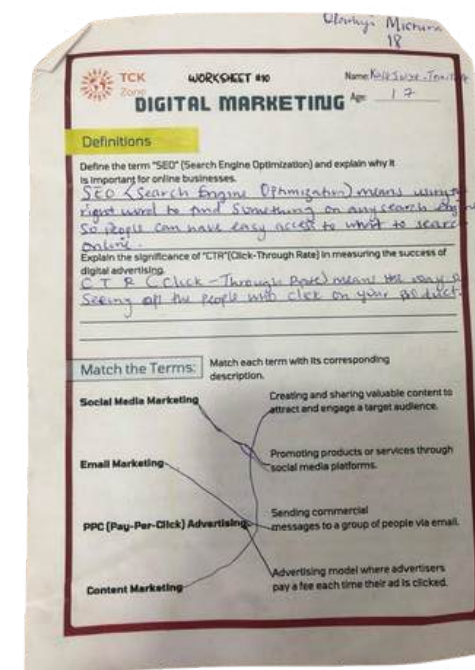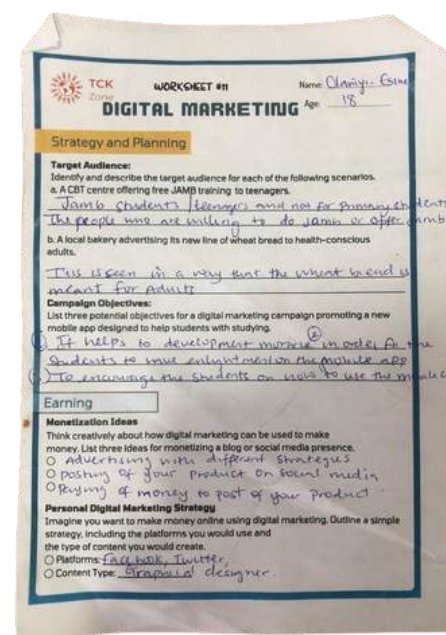
ONE-DAY physical training using manuals and worksheet

Student name:	Olaniyi Esther
Age:	18 years old
Base-line assessment:	Method: Oral and Written Questionnair No previous knowledge of digital marketing
Location	Mende High Senior Secondary School (Lagos District 2)
Duration:	1 day
Training objectives	To equip students with digital marketing skills, how to monetize their skills, and successfully run their business.
Training outline	• Definition of Digital Marketing • Defining Target Audience • Understanding Digital Marketing terms; Social media marketing, Click through rate, Email Marketing, Content Marketing, SEO(Search engine optimization).
Training resources and tools used	Instructor-led training with Manuals and worksheets.
Student testimonial/ feedback	My name is Olaniyi Esther, I am 18 years old, I learned about Digital Marketing and how to make money through online platforms and I promise to use what I have learned to save for my university. Thank you TCKZone for this opportunity.
End-line assessment	70% knowledge of digital marketing measured using worksheets

Mervyn Academy Abuja

ONE-DAY physical training using manuals and worksheet

Student name:	Armel Bernard
Age:	18 years old
Base-line assessment:	No previous knowledge on digital skills
Location	Digital skills fellowship Calabar
Duration:	One day
Training objectives	to equip students with digital marketing skills, how to monetize their skills, and successfully run their business.
Training outline	Definition of Digital Marketing • Defining Target Audience • Understanding Digital Marketing terms; Social media marketing, Click through rate, Email Marketing, Content Marketing, SEO(Search engine optimization).
Training resources and tools used	Instructor-led training with Manuals and worksheets.
End-line assessment	80% knowledge of Digital Marketing skills gained after the training.

Government Secondary School Anantigha

" My name is Armel Bernard I am a Student of Government secondary school Anantigha, I participated in the digital skills fellowship, and I learned about digital marketing, I learned that digital marketing is a way of marketing products, advertising products through platforms like website, social media platforms and other platforms. Thank you very muchTCKZone for this opportunity

TWO-WEEKS Virtual instructor-led training

|	
Student name:	Inioluwa Abejide
Age:	11 years old
Base-line assessment:	Method: Oral and Written Questionnaire Basic knowledge of Scratch
Location	Virtual Holiday Digital Academy - Online
Duration:	2 Weeks
Training objectives	To Equip the students with essential digital skills like Coding using Scratch and Pictoblox, Graphics Design, Photo and video editing using Capcut and Snapseed, Staying safe online, following your dreams through Tech, tools to excel in tech.
Training outline	• Definition of Digital Marketing • Defining Target Audience • Understanding Digital Marketing terms; Social media marketing, Click through rate, Email Marketing, Content Marketing, SEO(Search engine optimization).
Training resources and tools used	Training was held on Zoom, Laptops, and the Internet.
Student testimonial/ feedback	I am grateful to TCKZONE for the opportunity to learn how to code using scratch and pictoblox, the most interesting part is learning how to design logos and also editing pictures and videos, I also learned there is no limit to what I can achieve through tech. Thank you to all our instructors
End-line assessment	By completing all assessment/projects given, Inioluwa Abejide has gained more knowledge on Presentation skills, Photo and Video editing.

Programming and algorithm
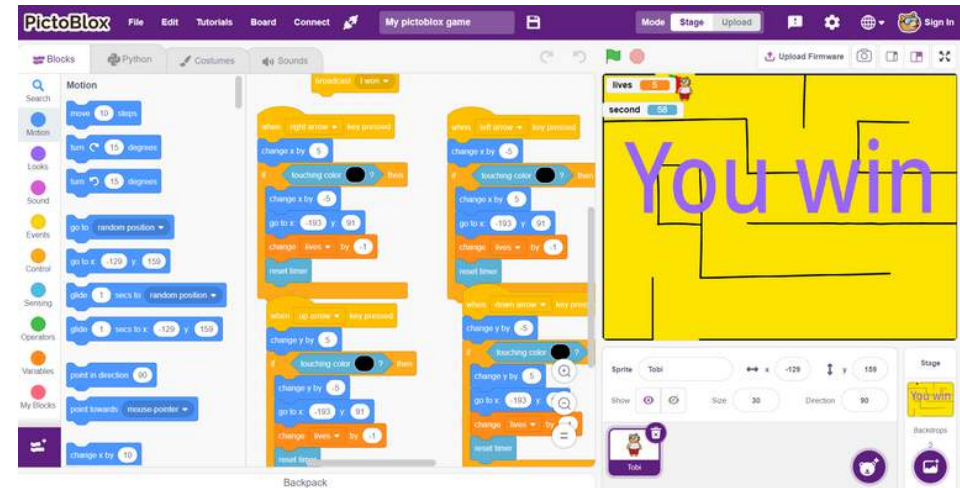
Photo Editing Assessment


Graphics Design on Canva
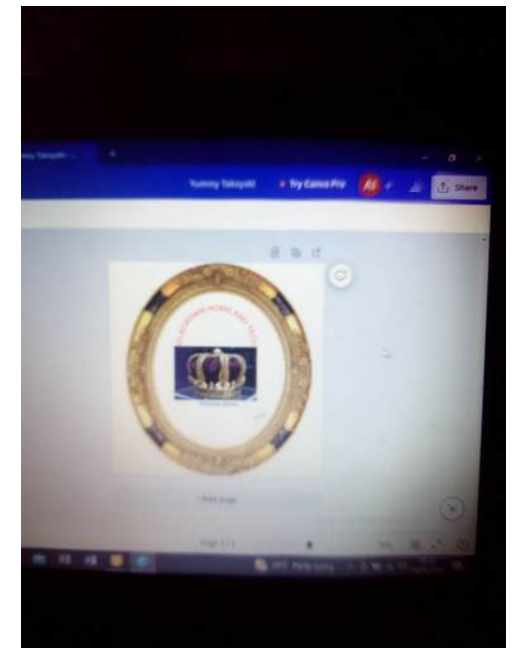
FOUR - Weeks of physical faith-based centered training using; laptops and the internet.

Student name:	Mercy otti. e
Age:	18 years old
Base-line assessment:	Possessed basic knowledge of computer skills and 30% knowledge of computer skills.
Location	digital skills fellowship activation deeper life lekki
Duration:	4 weeks
Training objectives	to equip the participants with various digital skills within the period of 4 - weeks, the idea was to give extensive training to achieve a long-lasting impact.
Training outline	Training outline; Different courses like, Basic computer knowledge, digital marketing, graphics design using Canva, and scratch, video editing using capcut, and introduction to the business plan were taught during the training.
Training resources and tools used	Instructor-led training with internet and laptops.
Student testimonial/ feedback	" I am grateful to TCKZone for the opportunity to learn from them. My favorite part of the training was learning how to use canva to design different things.
End-line assessment	80% knowledge of graphic designs and video editing Measured through the project assessment.

**Mercy Design Journey
The design process**

DLCM-Lekki
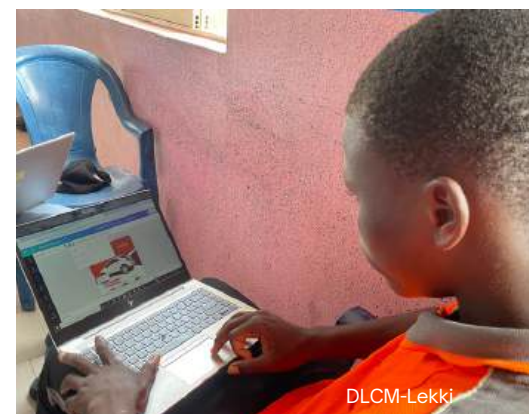
The end result

Certificate acquirement

DLCM-Lekki

Collaboration & Stakeholder Engagement in DEI Learning

Collaboration was key to scaling the fellowship, ensuring long-term sustainability and wider impact across multiple regions.

Engagement with Decision-Makers

A critical part of the fellowship's success was engaging with policymakers, government officials, and private-sector leaders to integrate digital learning into educational systems.
Key strategies included:

✔ Building relationships with education ministries to gain institutional support.

✔ Aligning the curriculum with national education policies to facilitate adoption in schools.

✔ Partnering with private-sector companies to provide infrastructure, funding, and resources.

Outcomes:

- Secured approval from multiple education districts in Nigeria and Ghana.
- Integrated digital literacy modules into school curricula in target regions.
- Established mentorship programs linking students with tech professionals.

Courtesy visit to the Commisioner of Basic and Secondary Education

The TCKZone Digital Skills Fellowship Program team paid a courtesy visit to the Commissioner of Basic and Secondary Education to discuss our ongoing efforts to promote digital literacy across the state. The visit served as an opportunity to brief the Commissioner on our program's impact and explore potential areas for collaboration with the Ministry of Basic and Secondary Education.

Meeting with Chairman Ojodu LCDA

The TCKZone Digital Skills Fellowship Program team held a constructive meeting with the Chairman of Ojodu Local Council Development Area (LCDA) to discuss collaborative efforts aimed at enhancing digital literacy within the community. The Chairman expressed strong support for initiatives that empower residents, particularly the students, with essential digital skills that are increasingly vital in today's economy. The meeting concluded with a commitment to further develop this collaboration, with the goal of launching targeted digital literacy programs that will equip Ojodu residents with the tools they need to succeed in a digital world.

Meeting with Permanent Secretary Lagos State Ministry of Basic & Secondary

TCKZone Digital Skills Fellowship Program team had the privilege of meeting with the Permanent Secretary of the Lagos State Ministry of Basic & Secondary Education. The purpose of the meeting was to explore opportunities for collaboration aimed at digital skills training for students across Lagos State.

Flag Off Ceremony at Ojodu LCDA

In a bid to equip the youth with essential 21st-century skills, the Chairperson of Ojodu LCDA, Mrs. Abimbola Odunmbaku, spearheaded the flag-off ceremony of the Students Training and Development on Digital Skills in Partnership with The Creative Kids Zone. The event, held on 22nd March 2024, marked a significant milestone in the LCDA's efforts towards empowering its youth for the digital age.

Training Educators to Ensure Sustainable Digital Learning

To scale digital learning effectively, we adopted a "Train-the-Trainers" approach, where teachers and school leaders were trained to deliver digital literacy programs to their students.

✓ Designed interactive teacher training workshops, equipping educators with the knowledge to teach digital skills.
✓ Developed training guides, instructional manuals, and hands-on practice sessions for school-based trainers.
✓ Ensured long-term program sustainability by embedding training within schools.

Leveraging E-Learning for DEI Digital Inclusion

Recognizing the barriers to digital education access, we launched Skooqs, an e-learning platform that:

✔ Provides free, self-paced digital courses accessible to students and educators.

✔ Uses adaptive learning technologies to tailor content to different skill levels.

✔ Expands reach to students in remote areas who cannot attend in-person training.
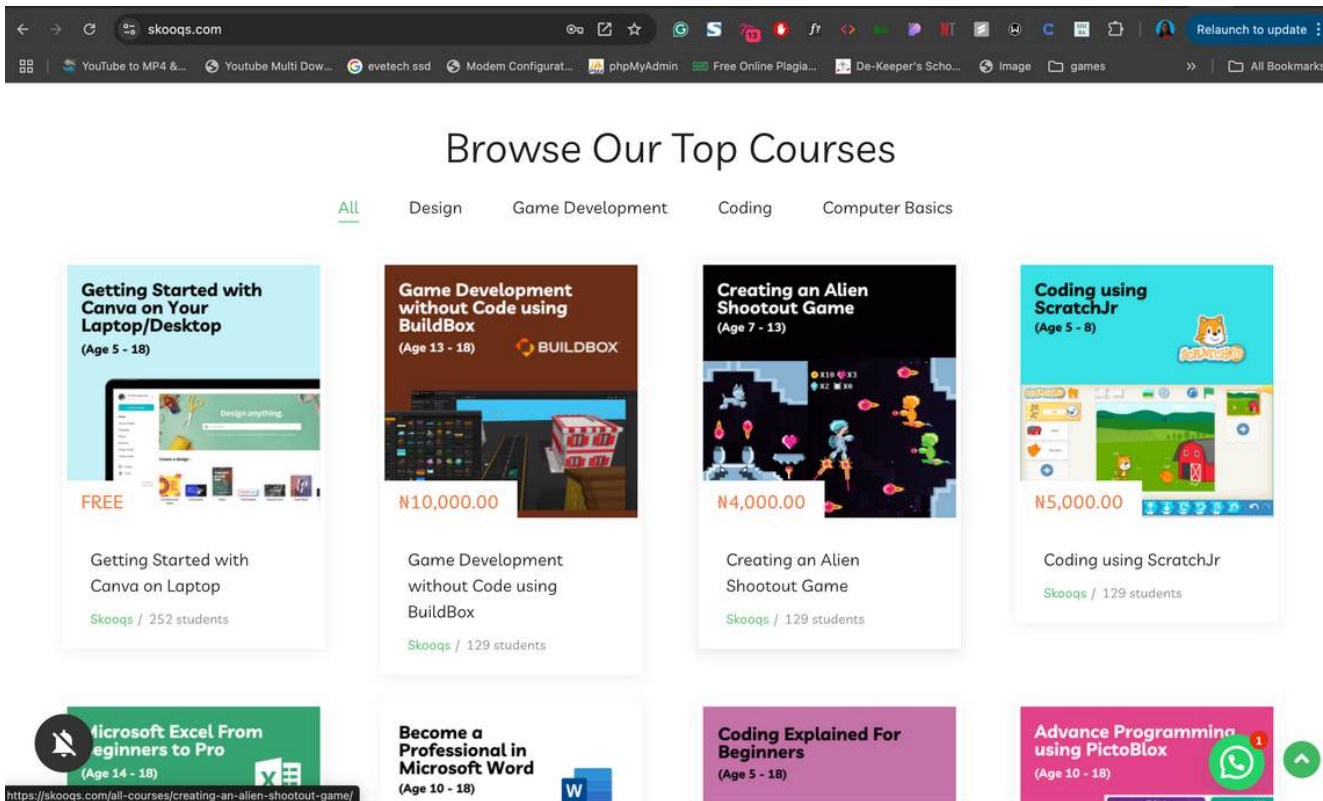
Visit E-learning Platform

Challenges & Lessons Learned

While the fellowship has been highly successful, scaling DEI learning initiatives in underserved regions presented some challenges:

- **Infrastructure Limitations:** Many schools lacked adequate tech facilities and internet connectivity.
- **Stakeholder Buy-in:** Convincing local policymakers to integrate digital skills into formal curricula required ongoing advocacy and engagement.
- **Monitoring & Evaluation:** Tracking long-term impact in rural areas was difficult due to limited data infrastructure.

Solutions:

✓ Developed low-tech alternatives (offline learning modules, printed worksheets).
✓ Strengthened local partnerships to enhance access to resources and infrastructure.
✓ Implemented community-led learning models to ensure sustainability.

Appendix

Creating Impact through Digital Education

Digital literacy is not just a skill but a vital tool for empowerment, economic growth, and social inclusion.

Digital education is a powerful catalyst for personal and professional growth. For many of our participants, particularly those from underserved communities, our program represents their first meaningful encounter with technology. Through our comprehensive curriculum, which covers everything from basic computer literacy to advanced digital skills, we equip participants with the knowledge and confidence to navigate the digital landscape.

One of the most profound impacts of our program is the way it empowers individuals to take control of their futures. Take, for example, Sarah, a young woman from a rural community in Calabar. Before joining our program, Sarah had never used a computer and had limited career prospects. After completing our digital literacy course, she not only mastered basic computer skills but also learned graphic design.

These community-driven initiatives demonstrate the transformative potential of digital education.
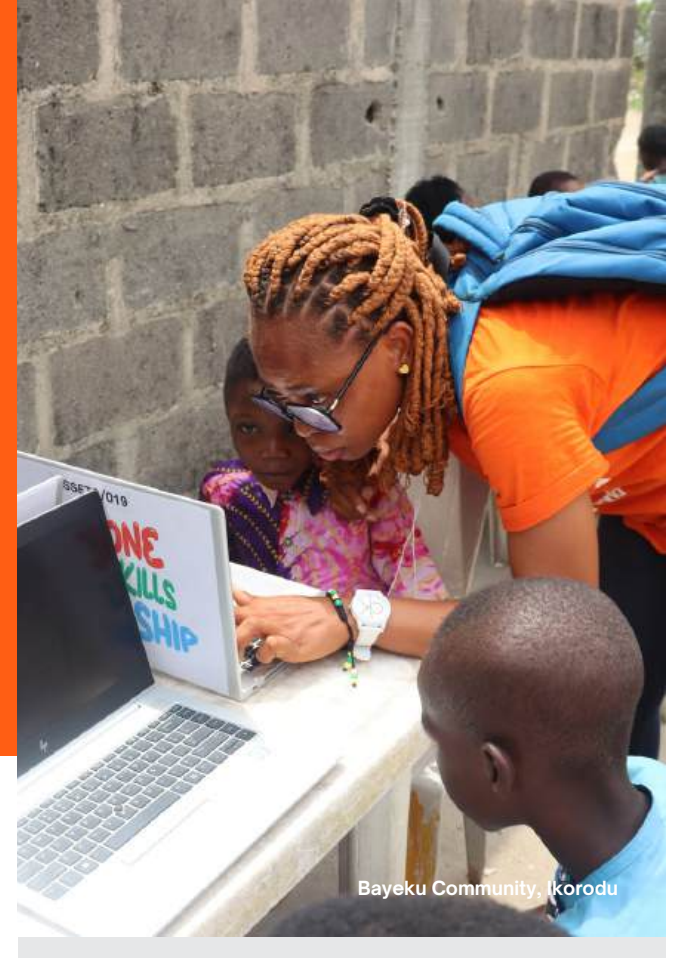
Bayeku Community, Ikorodu

By equipping individuals with digital skills, we empower them to become change agents, capable of leading their communities towards a more prosperous and connected future.

The digital skills acquired through our program open doors to new economic opportunities for our participants.

See our impact in motion...

Lagos

Mende High Senior Secondary School

Ojora Palace

In the heart of Ijora community of Lagos at the Ojora Palace, these remarkable kids weren't just introduced to coding; they were invited to witness the power of technology in shaping their destinies. More than just coding, it was a fun adventure full of 'aha' moments and lots of smiles. We believe in a future where tech is their friend, not a mystery.

Ojora Palace

Awobo Community, Ikorodu

While the world races ahead in the digital age, many children in rural areas are left behind, struggling with the harsh realities of limited access and opportunity.

Our event at Awobo community highlighted how much we value making an impact. Every underserved child deserves a chance to learn and excel in technology. The TCKZone team ensured that each training session was tailored to the students' knowledge and facilitated by experienced instructors.

Ikija Day School

Ikija Day School

Our time at Surulere. introducing graphic design abilities to pupils in the area. These kids came up with company concepts, or they took inspiration from their parent or school businesses to design flyers and social media visuals for their individual companies. Thanks to our partners Ikija Day School and Omobola Olaribigbe,

Awobo Community

Alimuf Islamic Centre

The TCKZone Digital Skills Fellowship Program has successfully collaborated with Alimuf Islamic Centre to deliver digital literacy training tailored to the needs of students in faith-based settings. This initiative recognizes the unique role that religious institutions play in community development and seeks to integrate digital skills education into these environments in a way that aligns with their values and teachings.

This faith-based approach has been met with enthusiasm from both students and educators, who appreciate the program's sensitivity to their religious practices while offering valuable, future-oriented skills.

Alimuf Islamic Centre

Mende Junior High School

Students at Mende High School have had the opportunity to participate in comprehensive digital literacy training, covering essential topics such as computer operations, internet navigation, coding, and digital citizenship. The school's leadership and teaching staff have been instrumental in supporting these initiatives, ensuring that students not only receive quality instruction but also have access to the necessary technological resources.

Mende Junior

Mende Senior

Mende Senior School

Mende Senior Secondary School students have gained valuable digital skills, including computer proficiency and coding, preparing them for future academic and career opportunities. The school's commitment to integrating digital education has empowered students, making Mende Senior School a leader in fostering technological innovation and readiness among its learners.

Government College Ikorodu

Through the program, students at Government College Ikorodu are gaining hands-on experience with technology, enhancing their digital literacy, and positioning themselves for success in a rapidly evolving digital world. The school's commitment to embracing digital transformation is paving the way for a brighter, more connected future for its students.

Government College Ikorodu

Immaculate Heart Junior High School

Immaculate Heart Junior High School has taken a proactive step towards advancing digital literacy among its students by participating in the TCKZone Digital Skills Fellowship Program. Through this initiative, students are being equipped with foundational digital skills that are essential for their academic and future career success.

Immaculate Heart Junior

District II TG/PS

Meeting with Lagos Education District 2 TG/PS

On 25th January 2024, representatives from the TCKZone Digital Skills Fellowship Program held a productive meeting with Mrs. Anike Adekanye, the Tutor-General/Permanent Secretary (TG/PS) of Lagos Education District 2. The purpose of the meeting was to discuss potential collaborations aimed at enhancing digital literacy among students within the district's schools.

Odo-nla Town Ikorodu

Odo-nla Town Hall

Groombase College Ejibo

Groombase College

Shams-el-deen Ikorodu

Shams-el-deen Senior Grammar School

Foursquare Ikorodu

Foursquare Gospel Church Teens Church

Muhati School Kano

Muhati Schools

De-Keepers

De-Keepers Schools

Calabar
Enugu
Benin

Enugu

Akim Barracks Calabar

Akim Barracks Calabar

Government Girls Secondary School, Big Qua

Magaret Ekpo

Magaret Ekpo Secondary School

UPPS

Hope Waddel Training Institution

Kano
Kaduna
Katsina

GSS Rigasa Main, Kaduna

Courtesy Visit to Katsina state Commisioner of Basic & Secondary Education

Here in this picture is the Honorable Commissioner of the Ministry of Basic and Secondary Education, Katsina, Hadiza Abubakar Yar adua and the Director General of the Katsina Directorate of Information and Communications Technology, Naufal Ahmad.

We also facilitated a part of the 6-day immersive training and workshop for over 500 quality assurance officers at the Katsina State Ministry of Basic and Secondary Education (MBASE)/SUBEB. The training sessions covered crucial aspects of digital skills integration in education, pedagogical approaches, and effective quality assurance strategies. t was an opportunity to empower education stakeholders with the tools and knowledge needed to navigate the digital age and ensure quality learning outcomes for students.

Government Secondary School Makera Kaduna

During the visitation to the school , we are delighted to have received a warm welcome from the Authority body of the school .Thank you Mr Muhammad Ramal for ensuring we were able to carry out our digital skills Fellowship at GSS MAKERA. Each student had a hands-on learning experience with Scratch and learned how to use a computer.

This experience underscores a crucial truth: the difference between every child is their access to quality education, regardless of the niche.

Makera Kaduna

Government Secondary School U/Muazu, Kaduna

The students at GSS U/Muazu were introduced to digital skills at their respective levels. It's amazing to see that these students will progress from having zero knowledge to at least 50% proficiency in digital skills. Additionally, they will develop an increased curiosity about what they can achieve with these new skills.

U/Muazu kaduna

2024

Government Secondary School Rigasa, Kaduna

The students at Gss Rigasa were also allowed to put their learnings into practicals as they were divided into groups to receive hands-on learning on Digital literacy skills .
Highlights of the training at Gss Rigasa; The students were taught in their northern language which shows our reach is unlimited.

Rigasa Kaduna

Abuja

Govana

Mervyn Academy

STEMFEST

ASNE

Castle Hill Academy -Abuja

Castle Hill Academy -Abuja

Conferences
Tech Zone Setup

Osun

Good Shepherd Kurudu

UPPS

NAPPS

Every individual deserves the opportunity to shape their own future. In many communities, young people, particularly girls and women, face significant barriers that limit their access to education, technology, and opportunities. These barriers often prevent them from fully participating in the digital world and realizing their potential.

DSF Team
& Volunteer
Network

Our collaborators

Case Study
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