

# SUPPORTING DOCUMENT FOR BRIDGE50 INCLUDING SIMPLIFIED BUDGET TABLE

## **BRIDGE50 Theory of Change**

If final-year female STEM students receive structured transition support (i.e exposure to realistic innovation pathways and short-term mentorship during their transition period), **then** they are more likely to remain engaged in innovation-related activities after graduation, **because** the primary barrier at this stage is lack of navigation, confidence, and accessible networks.

## Key Assumptions

- Participants already possess baseline STEM skills
- Short, targeted support is more effective than long-term unfocused mentoring
- An established digital community for career pathways and opportunities is effective in stimulating retention
- Retention in STEM fields after graduation is the correct success metric.

## **Project Justification**

Existing interventions to bridge this gender gap focus either on early inspiration or post-graduation acceleration, and most fail to fully focus on the group affected. Very few address the transition gap between education and Innovation participation, where attrition is highest and intervention cost is lowest. Without directed support at this stage, female STEM graduates disengage from innovation pathways, and investments in STEM education fail to yield significant innovation outcomes. The gender gap persists despite increased enrollment. This Project is designed to prevent this predictable loss, and not to duplicate existing programs.

## **Project Uniqueness**

### **A. Utilization of Social Media As Medium For Engagement and Impact Continuity**

Social media will be utilized by the BRIDGE50 project to enable awareness creation, community building, mentorship continuity, and opportunity dissemination. We recognize that young women are highly active on digital platforms, we will intentionally utilize social media to meet our target participants where they already are.

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BRIDGE50 will utilize telegram as its primary community platform after the fellowship. This community will be used to educate women on STEM, innovation, career pathways, and global opportunities. Contents will include short explainer videos, testimonials from women professionals, career spotlight series, and innovation-focused discussions designed to spark interest and curiosity.

## **B. Our target population are primarily final year university students in STEM courses.**

Secondary targets are young graduates awaiting employments that can use our online community. The participants for the fellowship will be selected within Kwara State, Nigeria (to allow maximum physical attendance throughout the fellowship) and subsequent fellowships will take place in other states, one state at a time, if the project is upscaled.

## **C. Theory Of Change and SMART DESIGN MODEL**

This is aimed to give the project a clear structure of action and time bound milestones.

## **D. Ripple Effect Model**

The project aims to start the engine, but women will move the wheel. The concept is to equip some women who will equip other women that will equip more women. The project reach and sustainability is a chain reaction of impacts.

## **E. SDG ALIGNMENT**

The BRIDGE50 project aligns with some key sustainable development goals, highlighting the project's global significance and relevance.

### **SDG 4 - Quality Education**

- Builds employability and lifelong learning skills
- Provides non-formal education on:
  - Innovation pathways
  - Research careers
  - Opportunity navigation

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## **SDG 5 – Gender Equality**

Provides access to:

- Female mentors
- Networks
- Role models in innovation

Builds women-led peer support systems

## **SDG 8 – Decent Work & Economic Growth**

Improves transition into:

- High-skill employment
- Entrepreneurship
- Research and innovation ecosystems

Reduces graduate underemployment by early pathway exposure

## **SDG 9 – Industry, Innovation & Infrastructure**

Expands participation of women in:

- Research
- Innovation hubs
- Technology-driven ecosystems

## **SDG 10 – Reduced Inequalities**

- Addresses structural exclusion of women from innovation ecosystems
- Provides equitable access to:
  - Information
  - Mentorship
  - Networks

## **SDG 17 – Partnerships for the Goals**

- Builds cross-sector partnerships among:
  - Universities
  - Innovation hubs
  - Private sector

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## **BRIDGE50 Monitoring & Evaluation (M&E)**

- Tools To Be Used For Data Collection and Output Measurements

### 1. Participant Selection & Onboarding Monitoring

- Online application form (Google Forms)
- Selection scoring matrix
- Participation consent & commitment form
- Attendance registers

### 2. Baseline & Endline Career Readiness Assessment

- Pre- and post-program surveys
- Self-assessment questionnaires
- Career clarity scoring rubric

**Baseline survey at Week 1 and Endline survey after fellowship completion.**

### 3. Fellowship Session & Output Tracking

- Session attendance sheets
- Output submission tracker
- Facilitator feedback forms

### 4. Mentorship Engagement Monitoring

- Mentor–mentee group logs
- Mentorship session reports
- Short feedback surveys

### 5. Digital Community Engagement Analytics

- Telegram group analytics
- Weekly engagement logs
- Polls and feedback tools

SUSTAINABILITY

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- Trained curriculum remains reusable and relevant every cycle
- University partners and innovation hubs can replicate low-cost components
- Alumni may serve as peer facilitators voluntarily, without obligation
- Online community continues to serve its purpose and more female final year students can be reached via our ripples model

## BRIDGE50 BUDGET

### INTRODUCTION

The Bridge50 budget is an overview of how much the intervention and logistics will cost for implementation. The budget prioritizes direct participant value, learning outputs, and transition outcomes.

The budget highlights :

- Cost of fellowship delivery
- Strategic use of partner-provided resources
- Emphasis on learning, mentorship, and continuity.

The Budget design ensures maximum impact per money spent, while aligning the project to innovation and sustainability beyond the pilot phase.

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## BUDGET TABLE

All Amounts Are Converted To Euros (€) As At When €1 = 1770 Nigerian Naira (On 26/12/2025) and entered on the table as Euro values ONLY. The table was made simple to show just a general overview of the project cost.

BUDGET ITEM	DESCRIPTION	AMOUNT (€)
<b>A. Program Delivery &amp; Fellowship Activities</b>		
Fellowship Training Sessions	Facilitation support, learning materials, session logistics (6 weeks)	500
Participant Support and Welfare (Light Refreshments)	Weekly sessions (50 fellows × 6 sessions)	300
Subtotal A	800	
<b>B. Mentorship &amp; Expert Engagement</b>		
Mentor Honoraria	Token appreciation and incentives for mentors (group mentoring, clinics)	100
Guest Speakers & Career Clinics	Fireside chats, expert sessions (ONLINE) and 1 physical session by week 8	200
Logistics For Final Physical Mentorship Session	Fellows and Mentors Welfare and Logistics	200
Subtotal B	500	
<b>C. MONITORING AND EVALUATION</b>		

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M&E TOOLS, DATA COLLECTION AND REPORTING	Logistics for Internet data, data analysis, monitoring and designs	50
SUBTOTAL C	50	
D. Digital Community & Continuity Systems		
Content Creation	Webinars, opportunity curation, recordings	100
SUBTOTAL D	100	
E. Coordination & Project Management		
Project Coordination	Planning, partner liaison, reporting	150
Communication & Outreach	Calls, data, publicity materials, transportation	200
SUBTOTAL E	350	
CONTINGENCY	200	
TOTAL PROJECT COST : 2,000		

Materials & Contributions Outside the Budget (In-Kind Support)

From Partners & Stakeholders

### A. Ilorin Innovation Hub

- Training space
- Innovation ecosystem exposure

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## **B. Mentors & Women Professionals**

- Time and expertise (beyond honoraria)

## **C. Media & Communication Partners**

- Visibility
- Opportunity amplification

## **Risk Mitigation Plan**

### Risk Mitigation Strategy

#### 1. Low Participation

**Risk:** Participants may fail to participate adequately during the fellowship due to academic, financial, or personal constraints.

**Mitigation:**

- Clear communication of expectations before selection
- Flexible weekly scheduling (once per week sessions)
- Continuous engagement via social media and online platforms

#### 2. Limited Funding

**Risk:** Insufficient funds or failure to secure grants may affect progress of the project.

**Mitigation:**

- Start with realistic, low-cost interventions
- Engage private sector and CSR partners early

#### 3. Limited Mentor Availability

**Risk:** Difficulty securing long-term mentor commitment.

**Mitigation:**

- Flexible mentorship formats (group mentoring, fireside chats)
- Recognition and visibility for mentors through social media
- Call for mentors if enough mentors are not available.

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## 4. Digital Access and Engagement Challenges

**Risk:** Some participants may have limited data or digital access.

**Mitigation:**

- Use low-data platforms (Telegram)
- Share session recordings and summarized learning materials
- Encourage peer support and content redistribution

## 5. Sustainability Beyond the Pilot Phase

**Risk:** Momentum may reduce after the initial fellowship.

**Mitigation:**

- Strong alumni engagement strategy
- Annual fellowship and grants calendar
- Continuous opportunity sharing via online platforms
- Empower fellows to lead community initiatives and state-level expansions.

## Stakeholders for Support and Partnerships

The success of the **BRIDGE50** project depends on strategic collaboration with diverse stakeholders, and the sustainability of this project is grounded in meaningful partnerships. We aim to collaborate with the following stakeholders :

### 1. Government & Public Institutions

- Ministries of Women Affairs, Youth Development, Education, and Science & Technology.
- Agencies supporting innovation, entrepreneurship, and digital inclusion.

The role they will play in the project includes policy support, visibility, referrals, and technical support.

### 2. Development Organizations & NGOs

Local and international NGOs working on gender equality, youth empowerment, education, and innovation will support us with technical expertise, funding, curriculum resources, and mentorship networks.

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## 3. Private Sector & Corporate Partners

Technology companies, financial institutions, consulting firms, and startups can support through:

- Sponsorships and grants
- Internship and job opportunities
- Expert facilitators and mentors
- Corporate social responsibility (CSR) funding

## 4. Academic & Research Institutions

Universities and innovation hubs will support our fellowship, content delivery, research mentorship, and access to innovation spaces.

## 5. Women Leaders & Professionals

Successful women across industries serve as BRIDGE50 ambassadors, advisors, mentors, speakers, role models, and advocates, driving the ripple-effect approach of the project.

## 6. Media & Communication Partners

Media platforms will amplify success stories, promote opportunities, and increase visibility for women innovators. They will support the project especially in publicity and widen our reach to potential sponsors.

## 7. Community & Youth Organizations

Grassroots organizations ensure the opportunity reach deserving women and younger girls, promoting inclusivity and impact at the community level.