

**Thrivebridge Initiative**  
*for Social Development*

# Impact Report



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***Dear Partners, Supporters, and Friends,***

I am proud to share Thrivebridge Initiative's Impact Report for 2022 and 2023. These two years have been about unlocking potential and creating real opportunities for young Nigerians.

We began with a simple belief: youth unemployment is not about a lack of talent but a lack of chances. Our beneficiaries prove this every day. We have seen students become CEOs, job seekers become skilled professionals, and young people turn uncertainty into confidence and purpose.

A major milestone was our partnership with the American University of Technology in Louisiana, which provided ₦15 million in scholarships. Today, our cybersecurity graduates are securing well-paying jobs, over 20 new businesses have been launched, and our alumni network has grown to more than 340 strong.

There is still work to do, especially in increasing female participation in tech, but our vision is clear. We are building more than programs. We are building a movement where each success inspires another and every opportunity creates many more.

Thank you for believing in us and in Nigerian youth. Together, we are proving that they do not need charity. They need chances. And when given those chances, they excel.

With gratitude,

A stylized, cursive signature in orange ink that reads "Mofoyeke".

**Mofoyeke Omole**, DBA-HCD (in view); MPDI; BSc.; ADHRM; FIMC; CMC

Executive Director

ThriveBridge Initiative for Social Development

# Impact at a Glance

Our journey from 2022 to 2023 was about turning vision into verifiable impact. The key metrics on this page highlight the tangible results of our foundational work—from new careers launched to strategic partnerships secured. Behind every number is a story of potential unlocked.

## 200+

### LIVES TRANSFORMED

Direct beneficiaries equipped with market-ready skills.

## 89%

Average program completion rate

## 86%

Employment rate for cybersecurity graduates

## 60%+

Salary increase for underemployed participants

## ₦15M

### SCHOLARSHIP VALUE SECURED

Through international partnership with American University of Technology, Louisiana

## ₦200K+

Average starting salaries for program graduates

## 20+

Businesses launched and operational

## ₦42.5M

### TOTAL INCOME MOBILIZED

Strategic resource mobilization over two years

## ₦28.4M

### INVESTED IN PROGRAMS

Direct program delivery and beneficiary support





## Why Thrivebridge Initiative?

Nigeria faces a youth unemployment crisis with 33.3% of young people unemployed or underemployed, despite many holding university degrees. The disconnect between educational outcomes and market needs creates a generation of educated but unemployable youth.

# Potential is Universal. Opportunity is Created.

### OUR THEORY OF CHANGE

Our work is guided by a clear and proven Theory of Change. We believe that by providing unemployed and underemployed youth with (1) in-demand digital and entrepreneurial skills, (2) direct connections to career and venture opportunities, and (3) a lifelong ecosystem of mentorship and support, we empower them to achieve economic self-sufficiency, create jobs, and become the architects of their own prosperous futures and useful community developers.

### IMPACT PATHWAYS

**Inputs** → Skills Training + Mentorship + Resources →  
**Outputs** → Skilled Graduates + Launched Businesses →  
**Outcomes** → Employment + Income Generation → **Impact** → Economic Empowerment + Community Development

# Planting the Seeds of Possibility: An Impact Story

This is not just a report; it is a collection of stories of potential unlocked and futures rewritten. In 2022 and 2023, Thrivebridge Initiative set out with a singular belief: that within every Nigerian youth lies a leader and an innovator waiting for a chance. We didn't just create programs; we built bridges—from uncertainty to confidence, from scarcity to economic freedom.





# Program Portfolio and Outcomes.

Our programs are designed not as isolated events, but as interconnected pathways to success.

## Partners and Sponsors



American  
University of  
Technology



# 01 Complete WordPress Bootcamp

4 weeks intensive training - 2022

**20**

Young people including unemployed graduates participated

**60%**

Programme completion rate

**8**

participants established formal design agencies

**4**

utilize skills for supplementary income

**Pro,3 years fully paid for Wordpress website designing software subscription was given to all completers**

## CASESTUDY

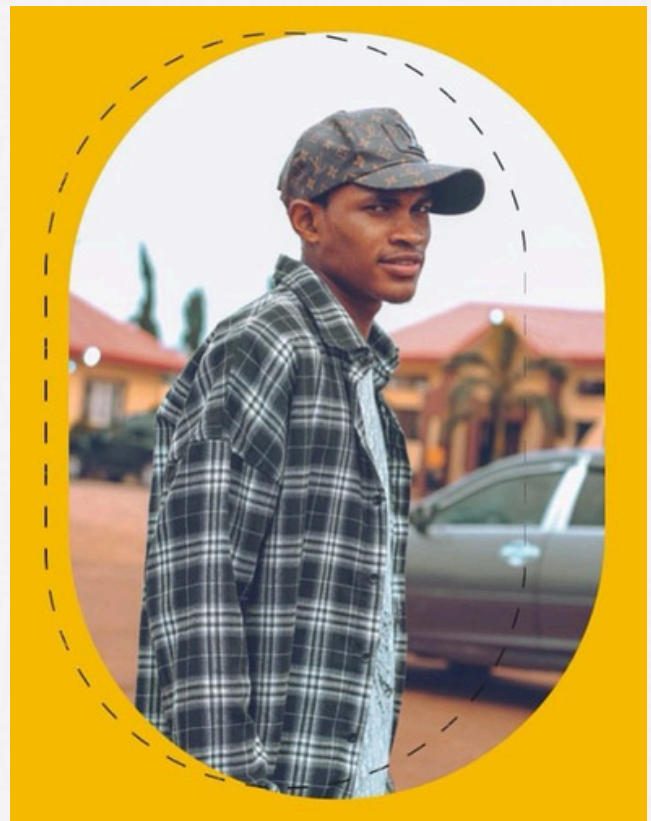
### Dammy's Journey: *From Stalled Studies to Tech Biz Founder*

In 2022, Dammy was a final-year statistics student stuck at home due to the prolonged ASUU strike. With his graduation delayed and no clear path ahead, he joined our Tech4Work WordPress Bootcamp.

In just four weeks, Dammy mastered website development and began earning from client projects while others waited for schools to reopen. His success fueled his ambition, leading him to our Technology Entrepreneurship Masterclass, where he learned to turn his skills into a business.

By the end of his NYSC, Dammy had launched a web design company that now collaborates with other young developers.

"Thrivebridge Initiative taught me that my degree was just the beginning. They showed me how to create and calculate my own success." **Damilola** Saka





## 02 Technology Entrepreneurship Masterclass **One Day - 2022**

# 120

Total participants. 20  
in-person, 100 virtual

# 1

Fashion Tech  
Grant Beneficiary

Featured **in-person**  
University of District of  
Columbia professor

### CASESTUDY

## Stella's Journey: From Strike-Affected Student to Fashion Entrepreneur

When the prolonged ASUU strike disrupted her studies at Kebbi State University, Stella feared losing precious time. Passionate about fashion but lacking the means to pursue it, she jattended our Technology Entrepreneurship Masterclass, where she discovered how to turn her interest into a business.

ThriveBridge sponsored her professional training in fashion design, giving her the skills and confidence to launch Stella Emporium. Today, she employs five tailors, trains three apprentices, and supplies multiple boutiques.

ThriveBridge believed in me when I only had a dream," Stella says. "Their support gave me the skills and courage to start my fashion business **Stella Labija**





## 03 Strategic Educational Partnerships

Fully funded scholarships across two distinct programs



American  
University of  
Technology

# ₦15 M

In total scholarships

# 2

Programs

### TRACK 01 -2022

## Fully Funded Post Graduate Certificate Program - Cybersecurity **Six Months**

Our partnership with the American University of Technology provided a direct launchpad into a high-demand global industry. **Seven participants** were accepted into the rigorous program, and **five successfully graduated**, each with a remarkable story of career transformation:

### SUCCESS STORIES

The cybersecurity program produced diverse success stories for our beneficiaries. One graduate launched a consulting firm serving SMEs. Another leveraged the certification to negotiate a 60% salary increase at his bank.

Our sole female graduate, previously an underemployed civil servant, now balances government work with nonprofit cybersecurity consulting, proving that transformation takes many forms.



# 7

Young unemployed  
/underemployed candidates  
competitively selected

# 71%

Programme  
completion rate

# 60%

Average income raise  
for all completers

## 03 Strategic Educational Partnerships

Fully funded scholarships across two distinct programs



American  
University of  
Technology

# ₦15 M

In total scholarships

# 2

Programs

### TRACK 02 -2023

## Post Graduate Fellowship in Technology Entrepreneurship **Six Months**

In late 2023, we secured fully-funded Post-Graduate Fellowship in Technology Entrepreneurship scholarships for competitively selected young graduates. **Five** ambitious beneficiaries were selected to embark on a 6-month journey focused on software development.

**Three** fellows completed our intensive software development program and developed Live prototypes for their solutions. One created a fashion-tech platform connecting local designers with global markets. Another developed a telemedicine solution bringing healthcare to underserved communities. The third launched a publishing platform showcasing African writers. Each venture addresses real market needs while creating employment. They are now seeking investments to build the final solutions.



# 5

beneficiaries  
competitively selected

# 60%

Programme  
completion rate



## 04 Virtual Assertiveness Class

One Day - 2022

To commemorate International Women's Day 2022, we hosted a Virtual Assertiveness Masterclass designed to help young women build confidence, communicate effectively, and pursue opportunities boldly.

A six-month post-program survey showed that 92% of participants reported improved workplace communication and negotiation outcomes. Beyond professional gains, participants also shared ripple effects — from enhanced family dynamics to mentoring other women within their communities.

# 50+

Professional Women

# 92%

Reported improved workplace communication and negotiation outcomes

### TESTIMONIES

Before the program, I felt invisible in decision-making spaces. Now I contribute confidently, and my inputs are being implemented. I even negotiated for additional resources for my projects.

**Demilade,**  
Non-Profit Program Officer,  
Kaduna

"The biggest change for me has been at home and in my community. I express my needs better, manage conflicts more calmly, and I've started mentoring young women in my church on self-confidence."

**Olabisi**  
Teacher and mentor,  
Lagos



# Beyond the Programmes

## Our Commitment to Long-Term Success

Our engagement does not end with a certificate. We have cultivated an active alumni network—a vibrant community where beneficiaries troubleshoot challenges, collaborate on projects, and share opportunities, ensuring that no one walks their journey alone.

# Challenges and Learnings

## Our Commitment to Improvement

In this report period, we identified a gender disparity in our deep-tech programs. We view this not as a failure, but as a crucial learning. It became a strategic priority that has informed our approach to program design, outreach, and mentorship to ensure the digital future we are building is equitable for all.



# Organizational Structure and Governance

We operate under a robust governance structure that ensures accountability, transparency, and strategic oversight:

## Governance Framework

### Board of Trustees: 4

#### distinguished members

providing strategic direction and fiduciary oversight

### Executive Management:

Led by the Executive Director, supported by an agile operational team

### Organogram as appendix

## Operational Structure

**We maintain a lean, efficient team that maximizes impact while minimizing overhead:**

**Executive Director:** Strategic leadership and stakeholder engagement

**Programs Manager:** Program design, implementation, and quality assurance

**Consultant Accountant:** Financial management and compliance

**Volunteers/Interns:** 5 dedicated individuals supporting program delivery and operations

## Compliance and Accountability

### External Audit:

Annual independent financial audits conducted in full compliance with Nigerian accounting standards

### Regulatory Compliance:

Timely filing of annual returns with the Corporate Affairs Commission (CAC)

### Financial Controls:

Strict segregation of duties, dual authorization for expenditures, and quarterly internal reviews

### Transparency:

Published annual reports and audited accounts available to stakeholders

# Safeguarding and Protection

This governance structure ensures that we maintain the highest standards of accountability, safety, and effectiveness while operating efficiently to maximize resources for program delivery.

**01****Safeguarding Policy:**

Comprehensive policy ensuring the protection of all beneficiaries, particularly vulnerable youth and women

**02**

**Code of Conduct:** All staff, volunteers, and partners sign and adhere to our code of conduct

**03**

**Background Checks:** Verification procedures for all team members and associates working directly with beneficiaries

**04**

**Reporting Mechanisms:** Clear channels for reporting concerns with whistleblower protection

## About Us

We're more than a nonprofit. We're a movement working side by side with youth and women to turn ambition into real-world impact.

**Creating  
Opportunities,  
Building  
Resilience.**





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