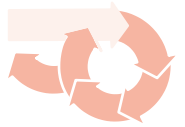


# Theory of Change for Girls Fly Africa



## What is GFA solving for?

## Theory of Change

### Root causes

### Solution levers

### Activities

### Outputs

### Outcomes

### Impact

#### Limited awareness of STEAM focusing on aviation and aerospace (AA) opportunities among girls

- Limited representation of women in the field
- Gender bias and social barriers

#### GROW

- Share the opportunities and challenges in the industry.
- Serve as role models by sharing inspiring stories of women in the field.
- Create fun and interactive programs to ignite interest.

- AA Workshops
- AA Camps
- AA Job Shadowing
- Career Outreach
- Role Models Profiling

- Girls who attended our workshops have become more interested in pursuing STEM (AA)
- Communities we serve have a positive public opinion about women in the AA industry.

**Awareness and gender bias reduction:** Girls are informed and empowered to consider STEM focusing on AA as a viable field they are to join

#### Accessibility to STEAM, focusing on aviation and aerospace (AA)

- Complexity of skills required
- Access to funds to cover expenses related to training and certifications

#### FLY

- Scholarships and mentorship programmes to support skill development
- Connecting prospective candidates to industry leaders through career fairs and competitions

- **A one-to-one mentorship programme**
- Scholarships to support accredited qualifications
- Skills Development Programmes

- Graduates of training programmes we have organized participate in the labor force at high rates
- Graduates of the training programmes have received job opportunities with our partners

**Skills and capabilities development:** Girls are supported and trained leading to an improvement in their performance in STEM focusing on AA studies

To create an Africa where every girl is educated, included, and empowered

#### Limited career opportunities and advancement due to insufficient networks

- Limited networks hindering collaboration,
- Limited access to resources,
- Limited opportunities for career advancement or personal growth.

#### ACHIEVE

- Connect GFA partners and supported candidates.
- Create a community to provide a strong network, essential for sharing knowledge, exchanging ideas, and creating partnerships that can lead to success in various careers.

- **Networking and mentorship:**
- Networking events
- Career Advancement workshops
- Access to industry insights
- Community for ongoing support

**Access to job opportunity:** Women have access to a fulfilling career in the industry

