**Factors that influence the Choice of Sub-careers for women in IT: A Case study of Kaduna State**

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**Abstract**  
Information and Communication Technology (ICT) emerges in the 21st century as a promising avenue for elevating social status and empowering women. Despite the male-dominated perception of the IT field, females remain underrepresented in the industry and in educational institutions in Western countries. A Microsoft report indicates a shortfall in Computer Science graduates to meet demand, highlighting the need to motivate more female students to specialize in IT, Computer Science, and other Science, Technology, Engineering and Mathematics (STEM) fields. This study aims to identify factors influencing women's choice of IT sub-careers in Kaduna State, Nigeria, and examine their perceptions of IT courses. The research seeks to answer three key questions: What are the perceptions of women in IT regarding IT courses in Kaduna State? What factors influence the choice of IT sub-careers for women? Are female IT graduates inclined towards technical or non-technical sub-careers? Using a qualitative approach and semi-structured interviews administered to participants, the research finds out that social support, mentorship, and exposure to positive role models significantly influence women's decisions to pursue technical sub-careers in IT. These results suggest that targeted interventions can enhance female participation in the IT sector, addressing both perceived disinterest and systemic marginalization.

***Keywords: Sub-careers, ICT, Kaduna State, graduates, STEM***