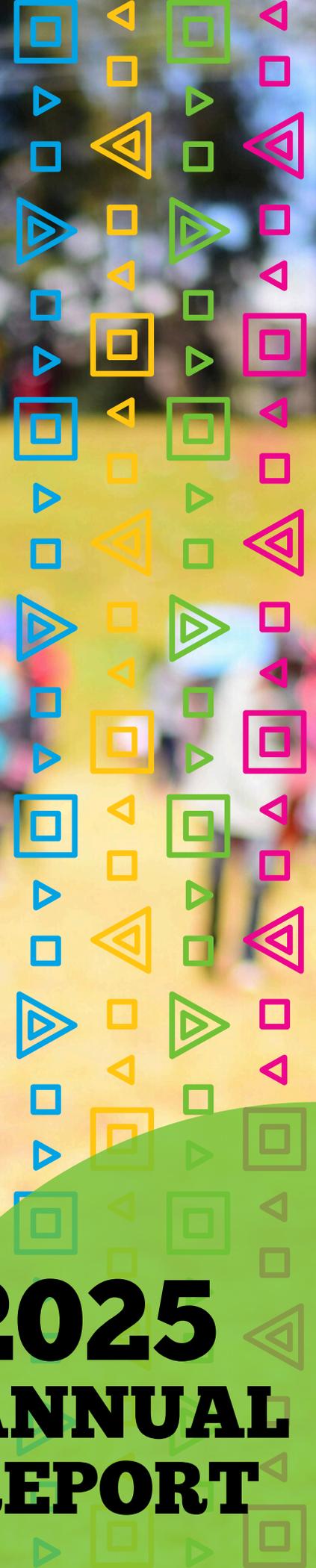


hatusa

NETWORK



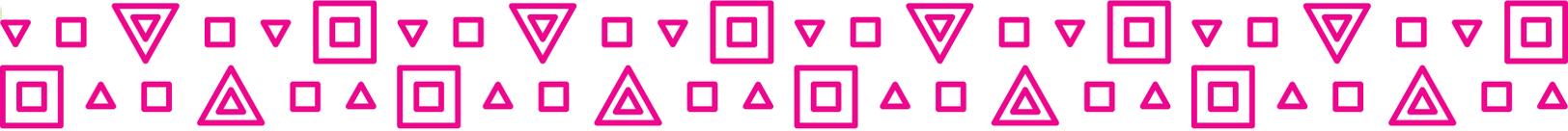
2025 ANNUAL REPORT



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When one person thrives, entire families rise



Over the past year, we have reflected on what Hatua’s work has taught us about how real change happens. When Hatua began, our focus was on helping youth born into poverty access education. Today, as our alumni build thriving careers, we see the broader impact of that investment. Alumni support their parents, help younger siblings complete school, guide family financial decisions, and ensure the next generation grows up with access to opportunity. We now know investing in one young person does more than change a single life. It uplifts entire families.

This insight is shaping the next chapter of Hatua’s journey. In the year ahead, we will strengthen our mentoring and career guidance to further the success of our alumni, and we will measure Hatua’s long-term impact across families. It is thanks to our scholars, alumni, mentors, partners, and supporters that Hatua’s impact grows each year. We are deeply grateful for your partnership in this work.

Thank you!

Peter Kwame & Gabrielle Fondiller

Our Mission

Hatua equips youth with the education, soft skills, and professional networks they need to end the cycle of generational poverty in their families

How Hatua Creates Economic Mobility

By equipping youth born into poverty with

1

secondary and tertiary scholarships

2

career-critical soft skills training

3

connections to professional networks & career opportunities

Hatua Alumni build thriving careers and lift their families out of poverty

1,000+ Youth Served | **304** Alumni | **92%** Employed | **983** Dependents Supported

Hatua Alumni at Work



PHILLIE ADHIAMBO
CLASS OF 2017

Phillie Adhiambo earned her Bachelor's degree in Economics and Statistics from Kenyatta University in 2017. After graduating she secured an internship as an Administrative Team Assistant with UN-HABITAT and was later confirmed as a full-time staff member. Today, she supports Programme Management across Africa, overseeing budgets, donor compliance, and financial reporting. Phillie has also led capacity-building trainings in Mozambique, Ethiopia, Guinea Conakry, and the Democratic Republic of Congo, strengthening systems and empowering teams across country offices.

Samuel Kimwele earned his Bachelor's degree in Computer Security and Forensics from Jaramogi Oginga Odinga University, specializing in network security and digital forensics. Early in his career, he gained experience in cyber forensics at the Directorate of Criminal Investigations (DCI) Headquarters in Nairobi. He later worked as an IT Technician at GivePower Foundation. In 2022, Samuel joined Aga Khan Academy as a Digital Learning Support Officer and was later promoted to Assistant Network Administrator, where he supports network management and systems security.



SAMUEL KIMWELE
CLASS OF 2019



EDUCATION

Form 4 scholars gather for holiday study groups in preparation for end of secondary school exams

Record-Breaking 2025 KCSE Results

Our 101 secondary graduates in 2025 achieved the strongest academic results in Hatua's history, earning an average end-of-secondary standardized exam (KCSE) grade of B-, with a mean score of 8.3. If Hatua were a secondary school, our 2025 graduates would have ranked Hatua in the top 1% of schools in Kenya and a top-three school in the Coastal region. As a result, 85% of our 2025 graduates qualified for university degree programs, an 11% increase from last year.

Hatua
2025 KCSE
Mean Score

8.3



98%

of 2024 high school graduates transition to tertiary in 2025

An additional 13% qualified for diploma programs and 2% qualified for certificate programs, ensuring every 2025 graduating scholar completed secondary school with a clear plan for continued education. These outcomes reflect years of close progress monitoring, consistent academic support, one-on-one counseling, and mentoring that help Scholars not only attend school, but excel in their studies and prepare for opportunities ahead.



Secondary Scholars eagerly collect their school fee payments from Finance Manager, Cynthia Oyer



Scenario 3
Stella and James are in the same class. Their school routine includes morning assembly which requires them to be in class by 7:30am for personal study time. All students are expected to attend and they can get in trouble with school if they don't attend. James usually skips most of these sessions as he would rather go to school. He drops up some late one night instead of going to bed at 10 when it is lights out. James is normally not performing well in his classes and isn't sure why the other have dropped. Stella knows the importance of personal study and how it has helped her improve her grades. What should Stella do?



SOFT SKILLS

Hatua Alum, Mwanaidi Hamisi, facilitates a Form 2 Skills for the Future lesson on healthy relationships



Form 3 Scholars take turns sharing ways they practice proactivity & resourcefulness

Hatua Scholars Strengthen Key Soft Skills

Hatua’s Skills for the Future program helps secondary scholars build the soft skills they need to thrive beyond the classroom. The sessions take place during school holidays. In our unit on global citizenship, scholars explore the UN Sustainable Development Goals and propose practical solutions to national challenges. In the process, they strengthen communication, collaboration, emotional intelligence, problem-solving, and responsibility skills which will equip them to succeed in their future careers.



100+ Youth participated in Skills for the Future pilot

To expand access to career-critical soft skills, we are piloting Skills for the Future with peer organizations in Kenya and Zambia, providing customized training and implementation support to help partners integrate the curriculum into their existing programs. Participating partners include Kesho Kenya, Jitegemee, GRACE Initiative, and Umusepela Project, which have collectively trained 106 youth. Together, we are learning how to adapt Skills for the Future to different contexts to strengthen youth employability skills.



95% of Scholars met or exceeded benchmarks



PEER MENTORING

A Hatua Gap Year Scholar facilitates a peer education session at Mbaraki Secondary School in Mombasa

9,749 Youth Prepare for Career Success

After high school, Hatua scholars complete a nine-month Gap Year before starting university. During this time, they attend mentoring sessions to build skills in entrepreneurship, financial literacy, digital literacy, and civics while serving as peer educators in local high schools. In 2025, Hatua's 81 Gap Year scholars led peer mentoring sessions focused on career readiness skills. By mentoring others, scholars gained hands-on experience that strengthened their leadership, communication, and responsibility skills.



26

Mombasa high schools participating in peer education

Hatua's peer mentoring reached 26 schools across all six Mombasa sub-counties, engaging 9,749 high school students. Hatua Scholars help students reflect on their strengths, explore their interests, identify potential career paths, and understand how subject choices and Kenya's tertiary placement criteria shape future opportunities. Through this work, Hatua scholars empower youth across Mombasa to align their near-term academic goals with their long-term career aspirations.



29%

Increase in career readiness skills



Gap Year Scholars conduct a brief post-session assessment to gauge students' understanding

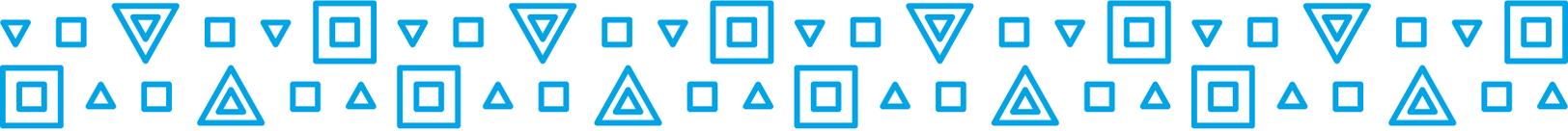
HATUA'S TERTIARY CAMP

Theme: How can managing conflict help us succeed in Tertiary and beyond?



Professional Networks

Tertiary Scholar, Brenda Angeline, and her mentor, Diana Abucheli, at the 2025 All Mentors Forum



Mentor Angellah Praygod and tertiary scholars engage in industry group discussions

75 New Professionals Volunteer as Mentors

Our Mentor Pairs program links tertiary scholars with mentors in their chosen fields who provide industry-specific career guidance and connections to professional networks. This year we recruited 75 new mentors, bringing total active pairs to 200, which support 79% of Hatua scholars in year two & above. The program has proven very impactful. Alumni who were mentored during tertiary have a 5% higher employment rate than their non-mentored peers and earn 50% more on average.



Our 2025 Tertiary Scholars Camp and All Mentors Forum brought together 218 Scholars and 80 Mentors. During Camp, students honed their conflict management, communication, and problem-solving skills through case studies, role-play scenarios, and facilitated small-group discussions. As part of the All Mentors Forum, mentors and scholars gathered in industry groups to discuss how to manage conflict and navigate challenges in academic and professional environments.





ALUMNI IMPACT

Hatua Scholar, Mwanajuma Juma Hamad, graduates with a Diploma in Counselling & Psychology from The Eldoret National Polytechnic

983 Dependents Supported by Alumni

In 2025, our alumni network grew to 304, including 23 new graduates and 10 awaiting their graduation ceremonies. Among alumni who graduated 1+ years ago, 92% are employed, earning an average of Ksh 53,000 (\$415) per month. Our alumni are also creating a multiplier effect by supporting 983 dependents, paying school fees for 512 relatives, and ensuring their children access education. Among Hatua alumni with children over the age of 2, 97% are already enrolled in school.



Hatua’s support creates a powerful ripple effect within families. Alum David Oluoch shares that “before Hatua’s scholarship, my degree felt like a fragile possibility.” With Hatua’s support, he graduated with a degree in Electrical & Electronics Engineering, and now works as a Technical Assistant at the Mwezi Foundation. His professional success has shifted conversations within his family from worrying about school fees to planning for his siblings’ futures after university.



31 Hatua Alumni serve as professional mentors



Hatua’s 2025 graduates celebrate their achievements at our annual Mpito Ceremony



EMPLOYER PARTNERSHIPS

Alum, Aaron Mramba, and his supervisor, Sam Abungu, at Offshore Global Logistics

EPs Unlock 50 Career Opportunities

Hatua Employer Partners gain access to skilled, high-potential recruits while connecting our youth with meaningful work experience. Shortly after earning a Diploma in Procurement & Supply Chain Management from Meru University, Hatua alum Aaron Mramba secured his first professional role as a warehouse clerk with **Offshore Global Logistics**. His supervisor, Sam Abungu, reflects on his experience working with Hatua alumni.

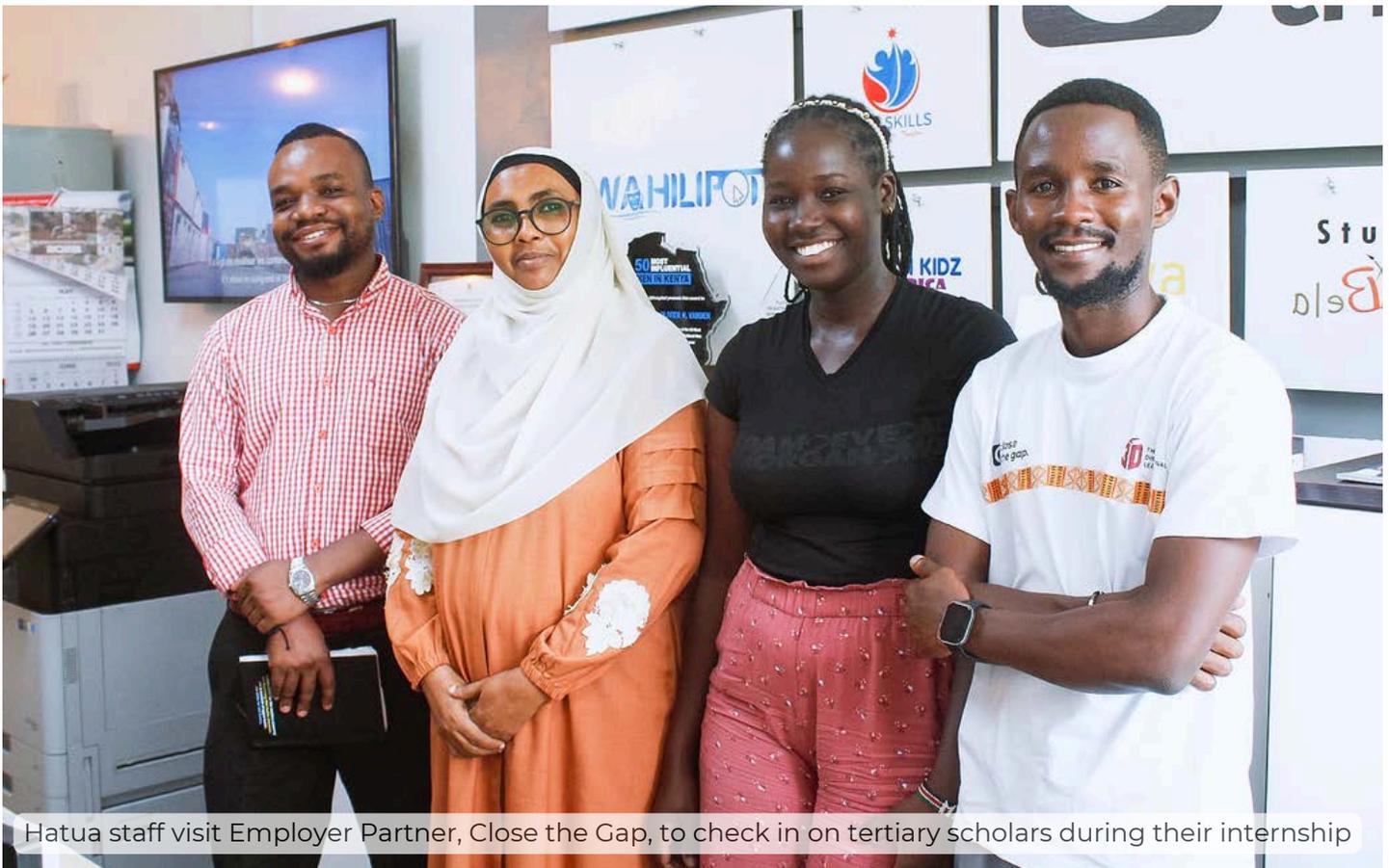
“I can confidently say Hatua is one of the best organizations supporting the job market—connecting employers with the right talent & expertise to ensure the job gets done well.”



57

Scholars & Alumni hired by Employer Partners since 2022

In 2025, Hatua’s EPs shared 50 competitive career opportunities with us and extended offers to Hatua Scholars and Alumni for 32% of these roles. These opportunities provide valuable exposure to professional environments and networks that help alumni launch successful careers. Hatua alumni who have worked with our Employer Partners have a 6.5% higher full-time employment rate than those without EP experience.

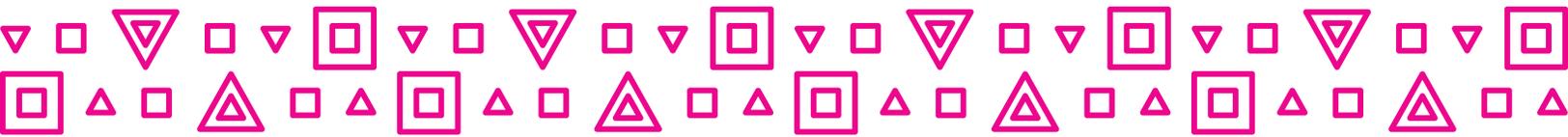


Hatua staff visit Employer Partner, Close the Gap, to check in on tertiary scholars during their internship



LIBRARIES

Qadiriya Integrated School students read storybooks during a visit to Hatua's Nyali Community Library



Primary students earn certificates during American Friends of Kenya's annual skills sharing visit

Libraries Power 578,625 Learning Visits

To expand Hatua's impact throughout our community, we operate a network of 11 libraries in underserved areas of Mombasa. Across our libraries, we recorded 578,625 visits in 2025, reflecting the strong value our community places on the programs and services we offer, including free access to reading rooms, books for all ages, study resources, and structured programming that supports educational advancement.



11,079

Students reached through Read Aloud sessions



157,971

Cups of nutritious porridge served in primary schools

Our Read-Aloud program reached 11,079 students through 3,238 sessions, fostering creativity and inclusion. Our Fortified Porridge Program supported 4,319 children by serving 157,971 cups of nutritious porridge that boost classroom focus, and 222 youth built digital skills through free computer and Python courses. Meanwhile, Homework Helpers, Study Groups, and Book Clubs supported the academic success of primary and secondary school students.



CAPACITY BUILDING

Hatua team members come together for a day of team building and collaboration

Driving Impact Through Measurement

We continue to strengthen Hatua's internal systems to improve learning and decision-making. In 2025, we welcomed Austine Gwada as our new Impact & Learning Coordinator, and we launched our new database. This system provides a 360° view of each student's journey, from application through employment, tracking academic progress, soft skills development, mentoring engagement, and alumni outcomes.

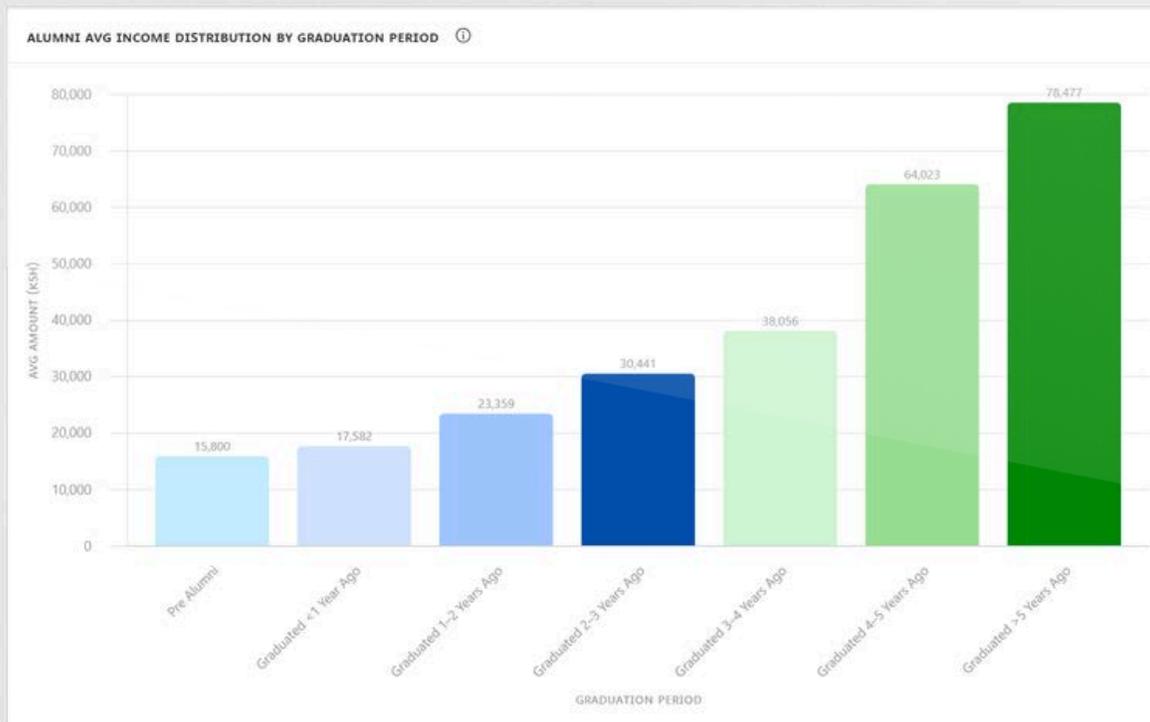


18 Years of historic data transferred into our database



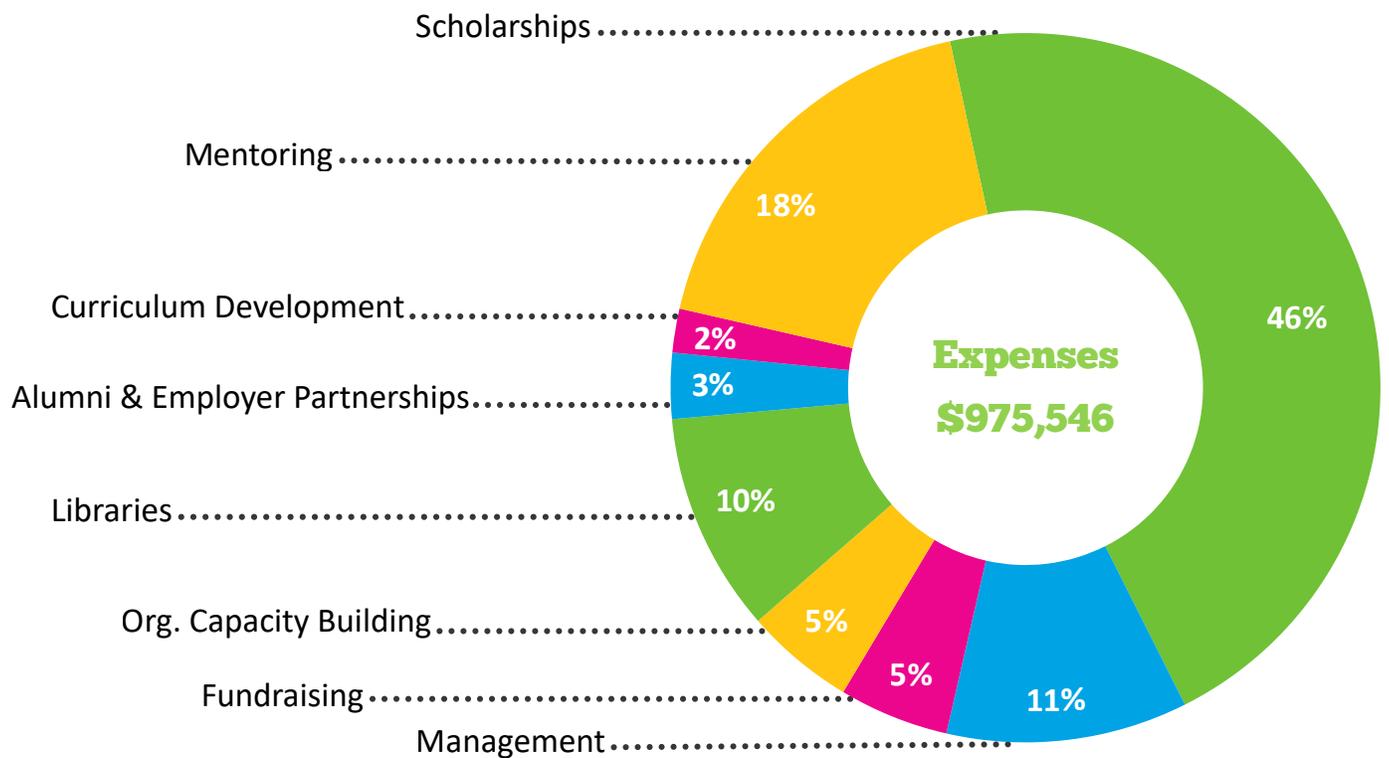
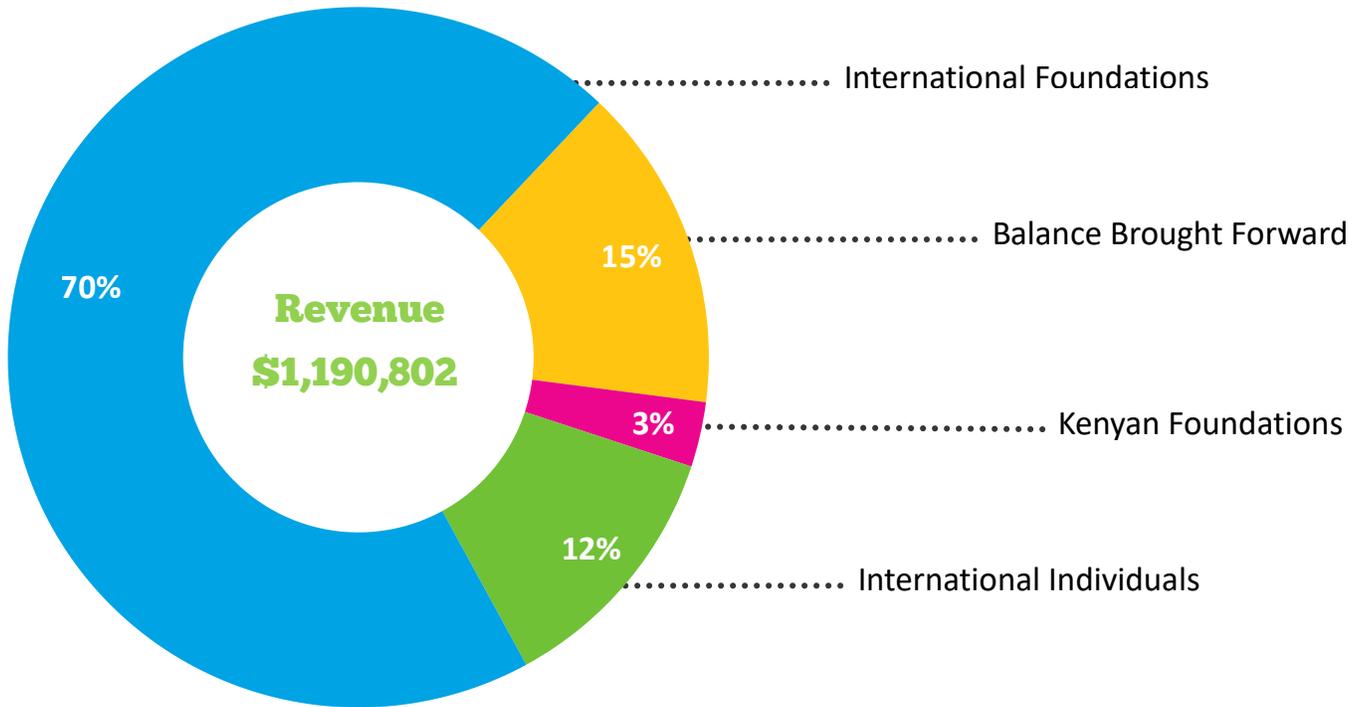
40% of Hatua Team members are Alumni

We are proud to be in the inaugural cohort of the Durability Academy, through which we are strengthening our ability to track rigorous, cost-effective, long-term data and translate it into clear evidence of return on investment and intergenerational impact. With their guidance, we will undertake Hatua's first counterfactual study, comparing the outcomes of Hatua scholars, alumni, and families with applicants who narrowly missed selection.



Hatua's Airtable dashboard tracks alumni employment and income data

FY25 Accounts



Our Partners

\$400,000+

If! Foundation

\$200,000+

Livelihood Impact Fund

\$100,000+

Green Leaves Education
Foundation

\$50,000+

The Aall Foundation
Rippleworks

\$30,000+

Anonymous
Project Redwood
Masana wa Afrika

\$20,000+

Ed Fondiller & Kate Doran
Mastercard Impact Fund
Mamujee Brothers Foundation
Constance Christensen
Eileen & Rob Rominger

\$10,000+

Fine-Schneider Fund
Kavama Family Foundation
James Wild
Tydeman Fund
The Filson Family Charitable Fund

Thank you for your partnership in expanding opportunity
and building pathways out of poverty
for youth and their families.



\$5,000+

Mathew Neiger
Sir Yusufali Charitable Trust
Jim & Rose Wolfe
Kissick Family Foundation

+2,500+

Evan Ratner
James Stalter
Emmanuel Baptist Church
Imperial Teas Limited
Leslie & David Puth
Aditya & Kelly Kaddu

\$1,000+

Follow Your Dreams Foundation
United Methodist Church of NY
Matthew Woodruff
Audra Zimmerman & Chris Norris
Glenn Kramon
Bardan International, Inc.
David Block
Ken & Carol Klein
Franklin Craig & Cynthia Oketch
Freight Forwarders Kenya Ltd



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