

ANNUAL REPORT



2022





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## Another Phenomenal Year of Growth

For the first time since Hatua began, we awarded scholarships to students from across the entire county of Mombasa. We sponsored a total of 585 students this year and graduated 48 from college & university (which we refer to as *'tertiary'*). Of our 190 alumni, 93% have joined the workforce within one year of graduating.

In 2022 we piloted our redesigned high school mentoring curriculum, introduced our gap year students to entrepreneurship using human centered design, and launched our tertiary mentoring eLearning program. Our network of libraries expanded as well. We opened our second community library, and hosted over half a million visits across our 11 libraries in Likoni, Mvita and Nyali.

These milestones would not have been possible without the support of our partners, the commitment of our volunteer mentors, the engagement of our alumni, and the dedication of our incredible team. Thank you all for being a vital part of this life changing work and for making 2022 a phenomenal year of growth.

 + Gabrielle Fondiller

Peter Kwame & Gabrielle Fondiller

# OUR MISSION

Hatua works to end generational poverty by preparing promising, low-income youth to thrive in Kenya's workforce

# OUR WORK

We know what youth need to excel



Scholarships  
through secondary &  
tertiary education



Mentoring on  
21st century career  
soft-skills



Links to professional  
networks and career  
opportunities





# Hatua Alumni at Work

## Anne Gesare

Anne Gesare graduated in 2021 with First Class Honours in Psychology from Chuka University.

In 2022, Anne joined the Danish Refugee Council as a Protection Assistant - Psychosocial Counsellor at Kakuma and Kalobeyi refugee camps.

Anne uses her skills to effectively manage cases for survivors of Gender Based Violence at the camps. She is also in charge of training para-counselors and translators to properly respond to the needs of survivors.



## Twalib Moma

Twalib Moma is a HR practitioner who graduated from Moi University in 2020.

Twalib's passion for the profession led him to become the Human Resource Officer at Jirani Smart, a microfinance firm that offers credit facilities to Kenyans in rural areas.

With his keen eye for organizational systems, Twalib has designed and implemented a digital attendance system that has increased efficiency and reduced costs across the company's 65 branches.





1 Greer

**Certificate of Scholarship**  
Awarded to  
**ROSE MATUNDA MWRSICWA**  
on 23<sup>rd</sup> April 2022  
in recognition of your selection to join the Hatusa Scholarship Programme.  
Christelle Fondiller  
Director, Hatusa Network  
Peter Kwame  
Programs Director



# Hatua Now Serves All of Mombasa County

For the first time Hatua awarded scholarships to students from across all of Mombasa. We conducted outreach to **87** public primary schools, received **1,031** applications and welcomed **98** new students into our program, including **50** from Kisauni, Jomvu, Nyali, and Changamwe — the new sub-counties we serve. In total we educated **333** high school students in 2022.



# 585

Students educated by Hatua in 2022

# 98%

of high school graduates transition to college in 2022



**45** Hatua students successfully graduated from high school and joined colleges or universities, bringing our total number of tertiary students to **252**. Overall, **90%** of all students who have joined Hatua have completed their tertiary education or are ongoing in our program.



New Student Welcome Ceremony



# SECONDARY MENTORING



Form One students preparing for a fashion show during a mentoring session



# Hatua Launches New Mentoring Curriculum

In 2022 we piloted 6 of our newly developed secondary mentoring units, which help students cultivate the key mindsets and skills of communication, collaboration, emotional intelligence, problem solving and responsibility. Our mentoring curriculum embeds these skills within activity-based lessons focused on themes such as career choice, healthy relationships, digital literacy and community service.



## 94%

of students participated in holiday mentoring

**88.5%** of our students have demonstrated learning at or above the benchmark we have set for each cohort.

Our final 3 units are developed and ready to pilot in January 2023.

Thereafter, we will complete final revisions before digitizing all of our secondary mentoring content and making it available open-source to nonprofits and schools that wish to integrate soft skills into their programs.



## 1:11

Facilitator student ratio



Form Three students creating a slide deck about Sustainable Development Goals (SDGs)





Hatua Gap Year students leading a peace rally in Likoni





Gap Year students recognized during Entrepreneurship Pitch award ceremony

## Gap Years Promote Peace Ahead of Elections

Our Gap Year program focused on two unique activities in 2022 - Civic Education Outreach and Entrepreneurship. In addition to our usual mentoring modules, students learned how to use a human-centered approach to design business solutions for everyday problems in our community. Working in teams over 2 months, students developed and pitched 9 viable business ideas.



**45**

Gap Year  
students



**5,428**

Community members  
reached through  
outreach

We also partnered with Uraia Trust and the Danish Embassy to conduct civic education outreach and promote peace during the 2022 general elections. Our students did this by screening the movie 'Ni Sisi' at high schools and movie cafes, then facilitating discussions on why and how to promote peace. They also led two peace rallies.



# TERTIARY MENTORING



Industry group discussions during our Annual Mentors Forum



# Hatua's Tertiary Mentoring Goes Digital

With the help of Education Design Unlimited, we successfully rolled out 7 soft skills eLearning courses on Moodle, an online learning platform. **219** students are enrolled in courses on Time Management, Leading Self, Leading Others, and Budgeting & Finance, with **135** students completing one or more courses.



# 91

Tertiary students paired with career mentors

# 75%

of students demonstrated proficiency in eLearning courses



In August, **50** career mentors, **11** companies and **168** tertiary students joined our Annual Student Camp and Mentors Forum. Mentors and students discussed and shared insights on the Camp's theme, "Emotional Self Management" and participated in industry group discussions.



Hatua tertiary students learning how to use Moodle during our Annual Student Camp



# EMPLOYER PARTNERSHIPS



Hatua student, Tabitha Achieng, doing an attachment at Employer Partner, Close The Gap Kenya





Networking between Hatua alumni and Employer Partners

# Alumni Climbing Up the Career Ladder

The last leg of our program leverages the strengths of youth and the private sector to foster each other's success. We recruit Employer Partners seeking to hire top entry-level talent and provide them with curated referrals from among our alumni.

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Opportunities secured through Employer Partners in 2022

We are seeing a strong trend of satisfied employers recruiting multiple Hatua alumni. According to Laurent at Close the Gap, *"Hatua Network matched us with great talent who are self-driven, open-minded, and hard-working; they have blended in very well with our team and we are looking forward to sharing more slots in the future."* In this way our alumni, once employed, are helping to open doors for others to follow in their footsteps.

28

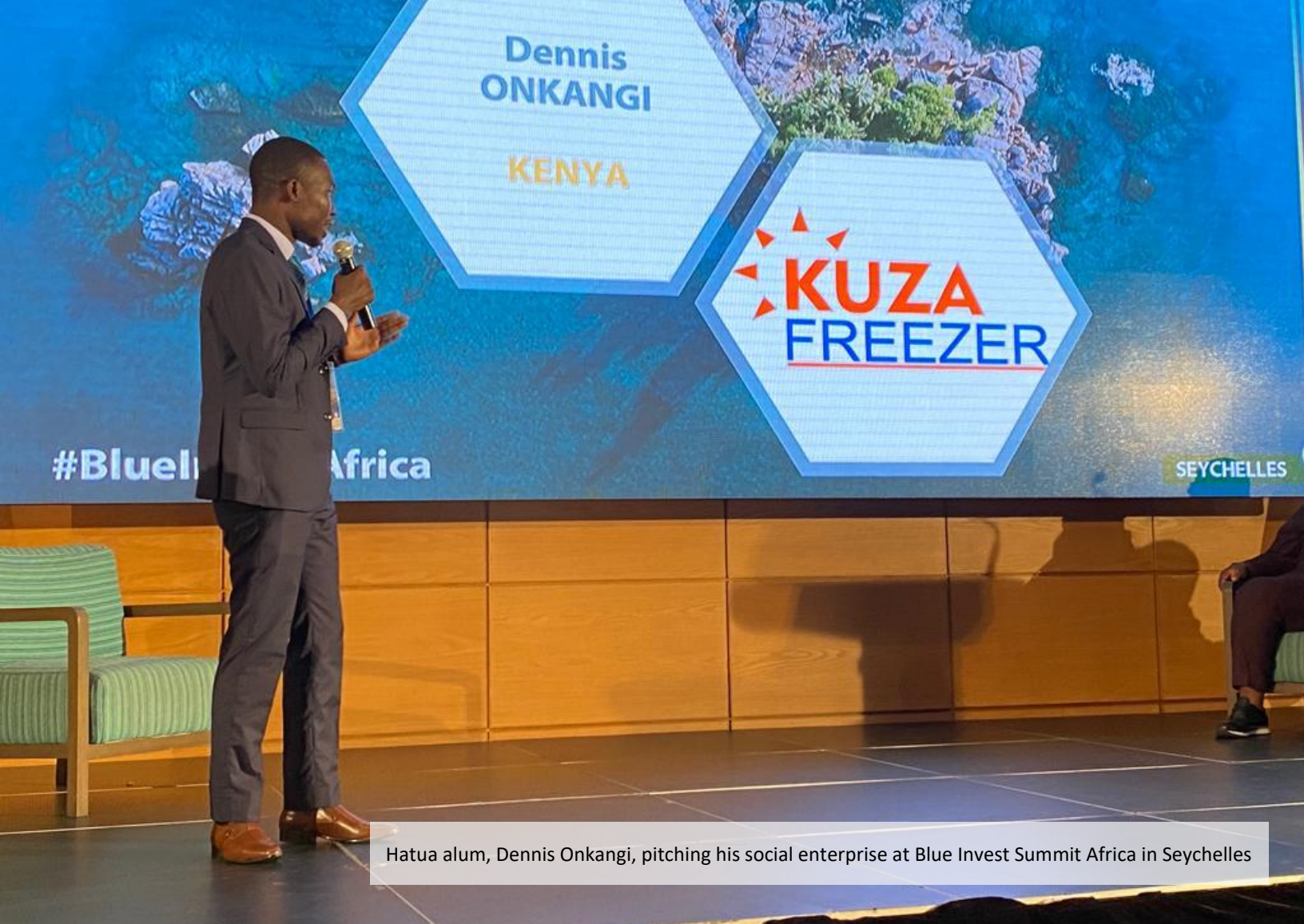
Active Employer Partners











Hatua alum, Dennis Onkangi, pitching his social enterprise at Blue Invest Summit Africa in Seychelles

## Hatua Alumni Now Total 190

**48** Hatua students graduated in 2022 bringing our total number of alumni to **190**. Of those who graduated more than one year ago, **93%** are engaged in the workforce, earning an average monthly income of **\$305**, which is **5X** the international poverty line and over **3X** the average total household income of their parents.

**93%**

of Hatua alumni engaged in the workforce



**238**

Children Hatua Alumni are helping educate



Among our alumni, **96%** are using their resources, including money, time, knowledge, and networks, to help other marginalized youth access opportunities. We are particularly excited to have **20** Hatua alumni providing career mentoring to our tertiary students.





Our Library Fellow receiving a certificate after completing a training conducted by our partner AFK



# Over 500,000 Library Visits in 2022

2022 was the best year yet for our Library programs. We opened our second community library, in Nyali, where we launched all of our library programs. We hosted **over half a million visits** across our 11 libraries, conducted over **2,000** Read Aloud sessions serving over **6,000** students, and facilitated **10** book club discussions.



## 95,372

Cups of nutritious porridge served in primary schools

To help youth gain exposure to 21st century technologies we continued our Digital Literacy Program and launched a new Python coding course at our Likoni Community Library. **146** youth successfully completed this course in 2022. In total, we hosted over **12,000** computer lab visits this year.

## 6,078

Books distributed to orphanages in 2022



Students during a Book Club discussion at Hatua's Nyali Community Library





Hatua alumni team members



# 4 More Alumni Join Team Hatua in 2022

In 2022 we are proud to say our team is the strongest it has ever been, thanks in part to our newest team members.

Amina Abdi, a Hatua alum joined our Finance team, Fridah Makokha and Mary Atieno, both Hatua alumni, joined us as Secondary Mentoring and Tertiary Mentoring Officers respectively, and Faith Mutua, also an alum, is serving as our newest Scholarship Intern.



# 7

New Hatua team members in 2022

Patricia Buyu, a long-time Hatua facilitator, joined our tertiary mentoring team. Jackline Muriuki is serving our alumni as their in-house career coach, and Samuel Kahunga is building our partnerships with local employers. Meanwhile, we are celebrating **7** Hatua team members who have been with the organization for more than **10 years!**

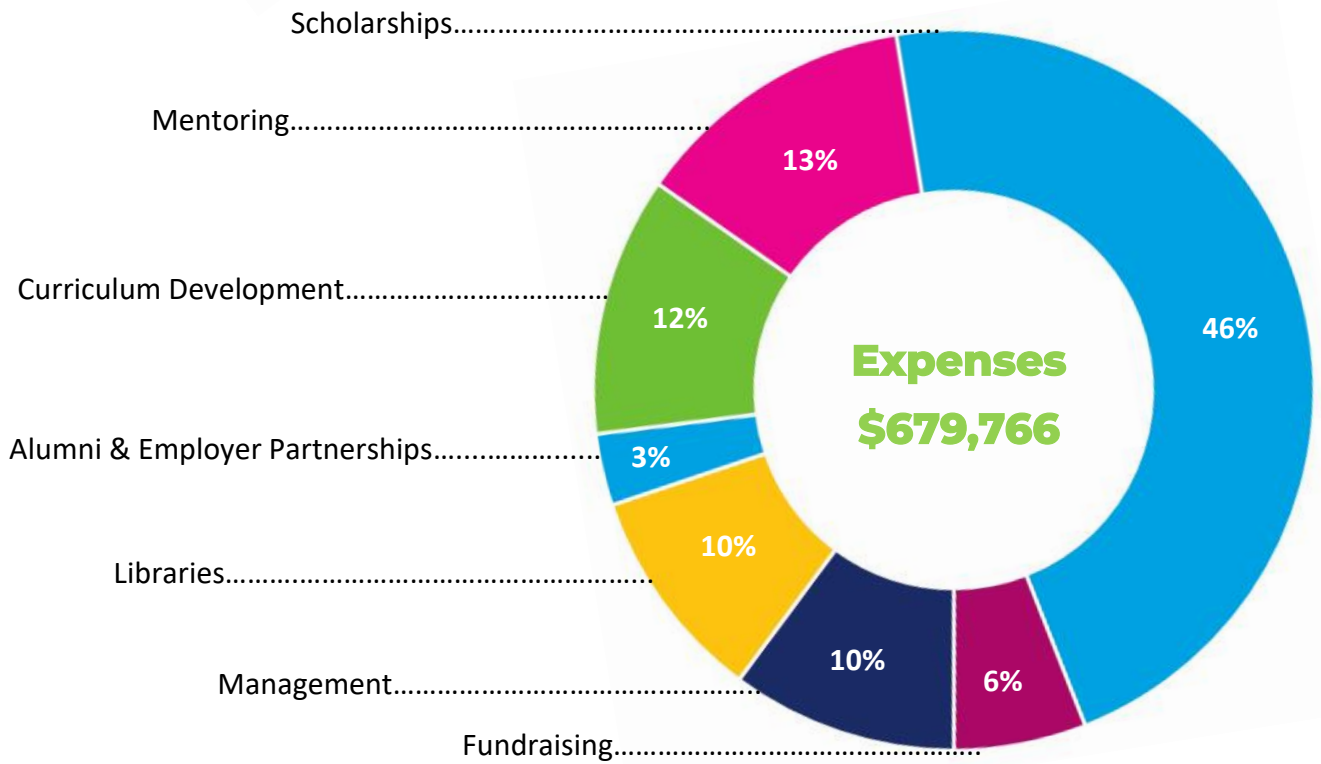
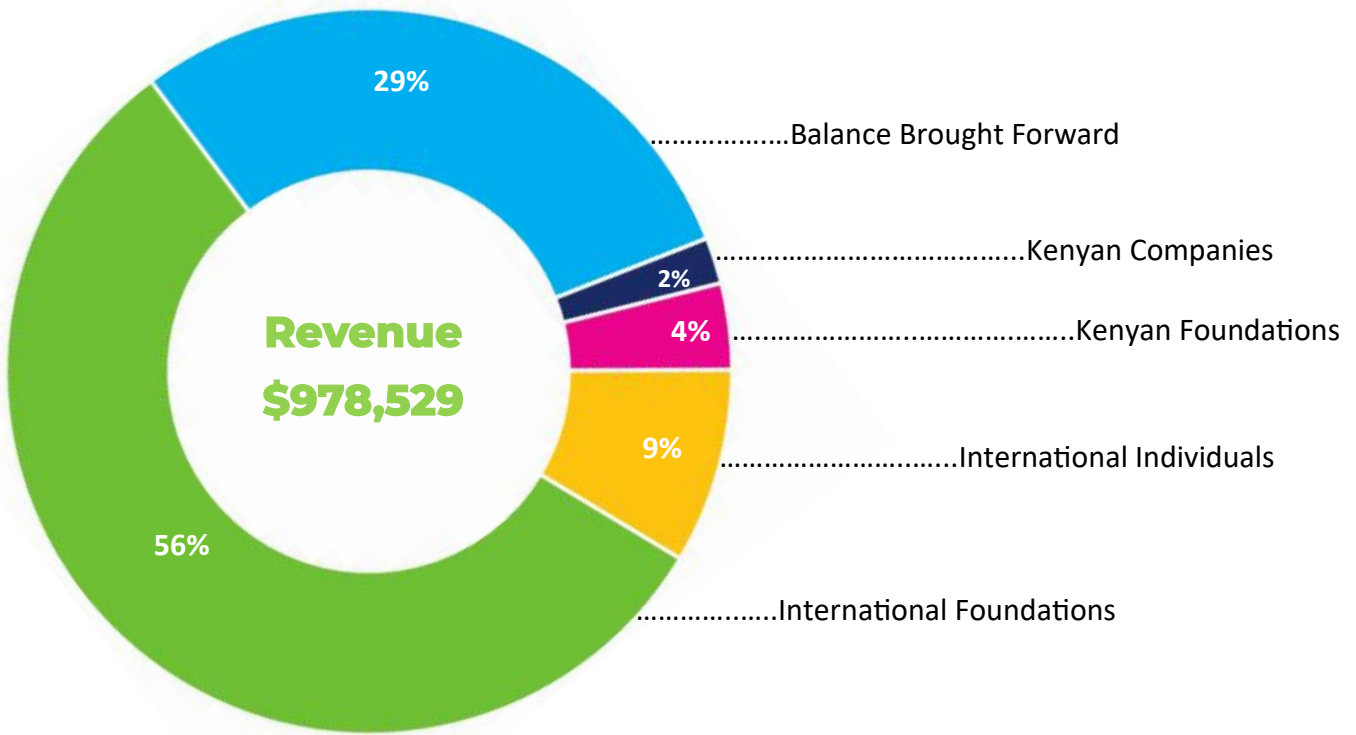
# 33%

of Hatua team members are Hatua alumni





# FY22 Accounts





# Our Partners

## Thank You!

Our work is possible thanks to you. We appreciate your dedication and ongoing support to help end generational poverty among youth in Mombasa, Kenya.

**\$250,000+**

IF-International Foundation

**\$100,000+**

Segal Family Foundation

**\$50,000+**

Aall Foundation

Green Leaves Education Foundation

**\$20,000+**

Elma Foundation

Jonaron Foundation

Ed Fondiller & Kate Doran

Eileen & Rob Rominger

**\$10,000+**

Base Titanium

Constance Christensen

Mamujee Brothers

Kavama Family Foundation

Mastercard Impact Fund

Jewish Women's Foundation of New York

Woodcock Foundation

**\$5,000+**

Uraia Trust

Matthew Neiger

Frank & Deenie Brosens

**\$2,500+**

Jim & Rose Wolf Charitable Fund

James Stalter

Leslie & David Puth

5 Kites Education

Vilma Benitez

**\$1,000+**

Evan Ratner

Imperial Teas Ltd

Margaret Nuzum & Peter Eikenberry

Aditya & Kelly Kaddu

Matthew Woodruff

Julie Hallowel

Franklin Craig

Bernadette Clavier







**Hatua Network Organization**  
PO Box 96690-80110  
Mombasa, Kenya  
NGO OP. 218/051/2010/0601/6901

**Hatua Network, Inc**  
11 Polhemus Place  
Brooklyn, NY 11215, USA  
501(c)(3) EIN No. 82-3586544

[www.hatuanetwork.org](http://www.hatuanetwork.org)