



2023



ANNUAL REPORT



TABLE OF CONTENTS

Directors' Letter	2
Our Mission	3
Alumni at Work	4
Scholarships	5
Secondary Mentoring	7
Gap Year Mentoring	9
Tertiary Mentoring	11
Alumni.....	13
Employer Partnerships.....	15
Libraries.....	17
Team Hatua	19
FY23 Financials.....	21



1,000 Youth on a Path Out of Poverty

We began 2023 by welcoming 150 new students, all of whom enrolled in secondary schools that rank in the top 5% nationwide. As the year progressed so did our impact, with 96% of students who completed secondary mentoring reaching or exceeding their learning goals, and 87 new professionals volunteering to serve as career mentors to our tertiary students.

It is a testament to the impact of our scholarship and mentoring programs that our 222 alumni earn an average income 5 times the international poverty line, and have used their resources to pay school fees for 288 of their family members so far. In this way Hatua is ending the cycle of generational poverty.

As 2024 begins, we are thrilled to serve over 1,000 youth and their families. We are also excited to launch a new 5-year strategic plan that will guide our growth and expand our impact. To our supporters, volunteers, partners, alumni, and team members, thank you for your tireless work to transform lives from poverty to professional careers.

 + 

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 provide youth with what they need to excel



Scholarships through secondary & tertiary education



Mentoring on 21st century career soft skills



Links to professional networks & career opportunities



Hatua Alumni at Work



Esther Owano

Esther earned a degree in Economics & Statistics with first class honors from Chuka University in 2018. After advancing from Sales Officer to Sales Team Leader with a food distribution startup, Esther transitioned to analytics as a CRM Data Analyst with Freight Forwarders Kenya.

She now works as a CRM Specialist at ION Kenya, managing customer relationships, analyzing customer journeys, and executing marketing campaigns to help the company achieve its revenue targets.

Emmanuel Ndavi

After earning a degree in Energy Technology from Kenyatta University in 2021, Emmanuel joined Knights Energy as an Assistant Health, Safety, & Environment (HSE) Manager.

Since then Emmanuel has been recognized by two companies for his excellence in HSE supervision. BAT awarded him for overseeing a 300kW energy project without a single HSE incident. During a solar and electrical installation project, he steered his company towards a TotalEnergies Green Rating for contractor compliance.





Mombasa's Deputy Governor and Deputy County Commissioner for Mvita, award a certificate of scholarship



New Student Enrollment Increases by 50%

In 2023 Kenya introduced Junior High School as a new level of education. In response we enrolled two new student cohorts. From among 2,773 applicants we awarded scholarships to 100 Form 1 secondary school students and 50 Class 7 junior high school students, making 2023 our **largest intake yet**. 100% of our Form 1 students enrolled in high schools ranked in the **top 5% nationally**.



B-

Avg final grade of 80
2023 high school grads

In 2023 Kenya introduced a new university financing system that hiked fees over 500% and provides up to 100% financing in need-based loans and grants. In Sept, Hatua's 68 students joining university secured government loans and grants, totaling over **\$100,000**.



Students educated by Hatua in 2023



Hatua's 2023 new secondary student cohort



Secondary students conduct a community cleanup



Students Cultivate Soft Skills for Success

Hatua's mentoring engages students in activity-based learning that cultivates career critical soft skills. This year we launched a new unit for our Form 3 students focused on community service. Students worked in teams to conduct interviews with community members to understand their challenges, develop project plans and budgets, mobilize support from stakeholders, and implement their service projects.



95%

Attendance rate for holiday mentoring

For our junior high school students we introduced holiday mini-camps focused on **communication, collaboration, emotional intelligence, problem solving, and responsibility**. In the year ahead we aim to finalize our mentoring curriculum, including our methodology for measuring learning outcomes. We'll then digitize and **share our resources open source** with like minded organizations to make soft skills mentoring accessible to youth beyond Hatua.

96%

Met or exceeded learning targets upon completing secondary mentoring



Form Three students prepare a presentation on SDGs during a mentoring session



A Gap Year student leads a peer mentoring session at a Likoni high school



Gap Year students pitch their business idea to a panel of expert judges

Peer Mentoring Expands to 9 New Schools

For the first time this year Hatua's Gap Year Peer Mentoring program expanded its reach beyond Likoni. Our **68 Gap Year students conducted outreach in 31 schools** in Likoni, Mvita and Nyali sub counties. Students delivered participatory peer mentoring on how to use healthy decision-making skills to prevent drug abuse.



43%

Increase in knowledge from pre to post test



7,066

Students mentored by Hatua Gap Year students

In addition to serving as peer educators, Gap Year students participated in mentoring units on Digital Literacy, Entrepreneurship, Environmental Conservation, Financial Literacy, and Civic Education. Our civics program centered on the role of youth in Kenya's democracy and the importance of integrity in leadership.





Mtama Mwambega, a Hatua tertiary student, with her mentor, Leonida Soi



53% Increase in Student-Mentor Pairs

Hatua pairs tertiary students with professionals who volunteer as mentors to help students develop industry-specific career skills and networks. In 2023 we **paired 87 students with mentors**. Our tertiary students also engage in **16 eLearning courses** that ready them to successfully transition from school to work by building their soft skills and job search skills.



93%

of graduating students completed an attachment

In August, we hosted 196 tertiary students and 51 mentors during our Annual Students Camp and Mentors Forum. Across 3 dynamic days, students immersed themselves in interactive problem-solving workshops including 'Solutions Salons', during which each student shared a real-life challenge and received advice from their peers.

234

Students have completed Hatua eLearning courses



Hatua tertiary students participate in a "Solutions Salon"



Syphrossor Nangeleka, graduate of Kenyatta University in Medical Laboratory Science



Alumni being recognized during the Mpito Ceremony. Mpito means transition in Kiswahili

Hatua Alumni Increase to 222

In March, we celebrated 48 Hatua students who graduated from college and university in 2022. Our inaugural “Mpito Ceremony” brought together our recent graduates, alumni, mentors, and employer partners in a ceremony that marked our students’ transition to alumni and recognized them for their outstanding achievements.

26

Alumni mentor Hatua tertiary students



288

Children educated by Hatua alumni



32 Hatua tertiary students graduated in 2023, fewer than previous years owing to school closures in 2020. **94.7%** of our alumni have joined the workforce within one year of graduating, earning an average income of **Ksh.47,300** per month. This is 5 times the international poverty line and will lead to a **20x ROI** in increased lifetime income.





Hatua student, Paulo Ochieng, checks servers during his internship with a Hatua EP's IT department



Sam Kahunga, Hatua's Employer Partnerships Officer, discusses career opportunities with an Employer Partner

6 New Employers Partner with Hatua

Hatua partners with employers to refer students and alumni for career opportunities, and in the process, helps partner companies hire top talent. In 2023 we worked with Hatua EP & donor, Imperial Teas, to launch an attachment & internship program for Hatua students.

12

Career opportunities secured through Employer Partners in 2023

Paulo Ochieng, a final year student at Oginga Odinga University of Science & Technology, successfully secured an IT internship at the Aga Khan Academy. Stella Njagi, the Academy's Human Resource Director, says **"Hatua interns we've had, like Paulo, have been outstanding. There's more than what they learn in school. They have people skills, especially teamwork. That's why Paulo's line manager is very keen to continue having him around."**

29

Active Employer Partners





Hatua Library Fellow conducts a Read Aloud session with students at the Nyali Library



Libraries Host 435,000+ Visits in 2023

In 2023 we conducted **2,400** read-aloud sessions, with **6,155** children across **14 primary schools** and our 2 community libraries. During sessions our library fellows read age-appropriate books about self-esteem, creativity, empathy, equality, integrity, & environmentalism. Students then reflect on how they can practice these values in their lives.



21,723

Books across Hatua's 11 libraries

This year our Nyali Community Library introduced a new holiday program for young learners. For two weeks during the April, August and November school breaks, **2,987** children took part in story reading, spelling bees, games, arts & crafts, singing and dancing, all with the aim of making learning fun.

148,048

Cups of nutritious porridge served to primary school students



Hatua students doing homework at a Hatua Library



Hatua alum and Tertiary Mentoring Officer, Mary Atieno, during a team building activity



Alumni Take on Leadership Roles

Hatua alum, Kelvin Ikutwa, joined the team in 2021 as a Mentoring Officer. When the opportunity arose in 2023, Kelvin shifted to the Scholarship Department and took up the challenge of leading our student selection process. His diligence and integrity quickly earned Kelvin a promotion to Scholarship Coordinator. With alum in this, and other, key roles Hatua is being led by those who best understand our vision & impact.



31

Full time team members in 2023

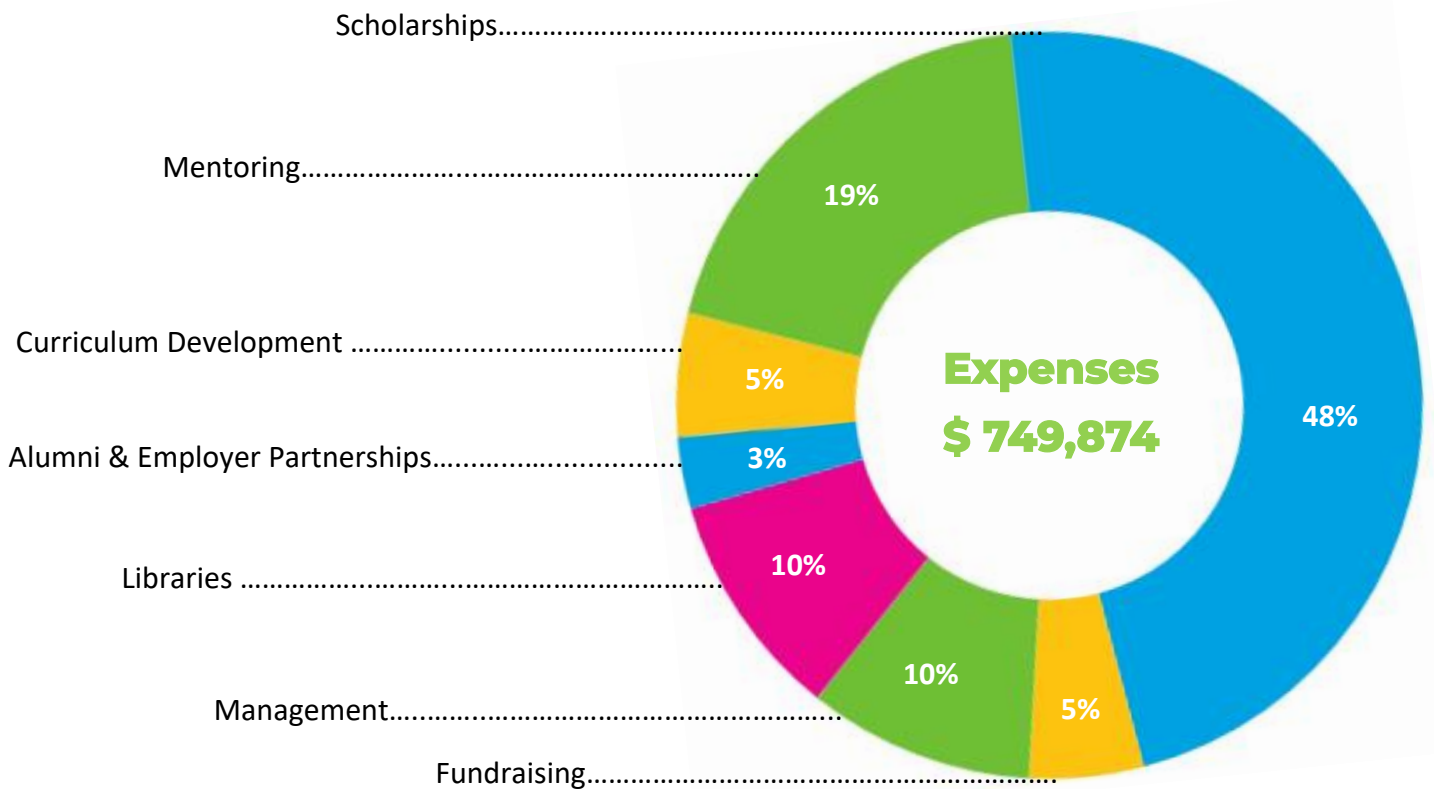
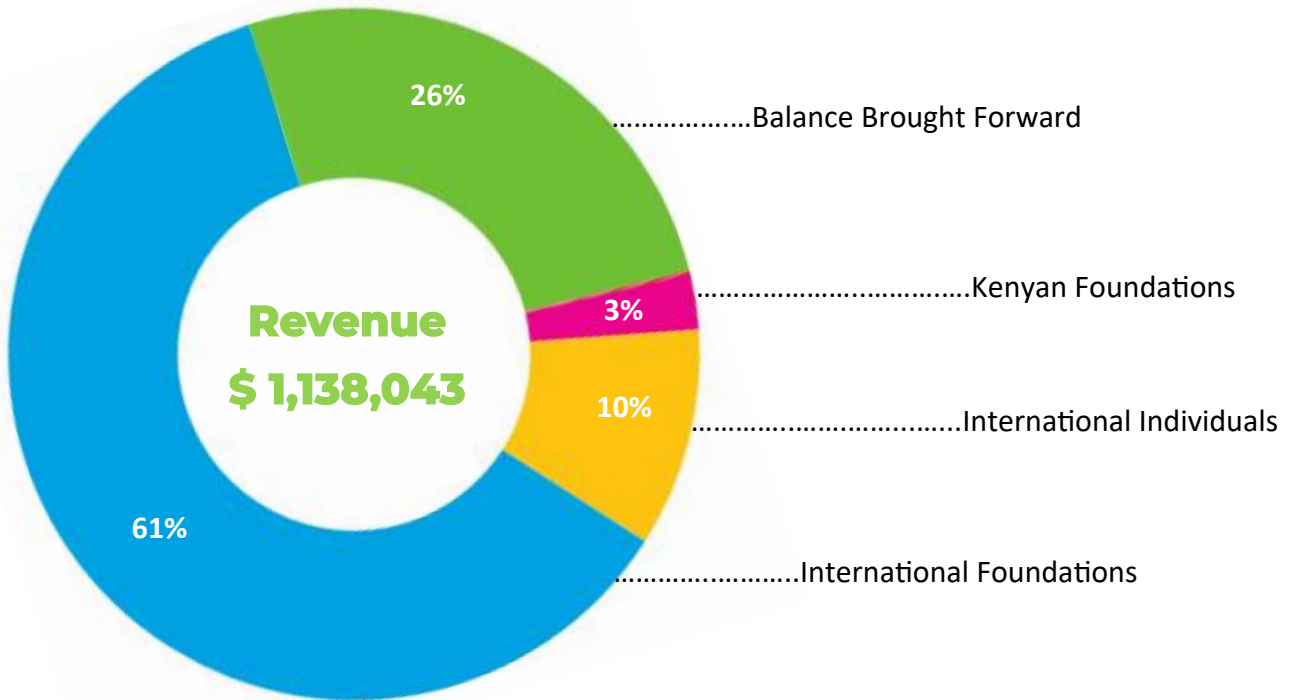
After gaining 5 years of management experience with a startup and earning her MBA, Hatua alum Vivian Osano returned home, becoming our first Data & Learning Coordinator, and the **first alum on our management team**. In her new role she oversees collection and analysis of Hatua's data, and will lead the development of a customized database.

39%

of Hatua team members are Hatua alumni



FY23 Accounts



Our Partners

Thank You!

Our work is possible thanks to your generosity. Thank you for your dedication to ending generational poverty among youth in Mombasa, Kenya.

\$250,000+

IF International Foundation

\$100,000+

Segal Family Foundation
Livelihood Impact Fund

\$50,000+

Theirworld
The Aall Foundation

\$20,000+

Masana wa Africa
Constance Christensen
Jonaron Foundation
Addax & Oryx Foundation
Eileen & Rob Rominger

\$10,000+

Ed Fondiller & Kate Doran
Mastercard Impact Fund
Kavama Family Foundation
Woodcock Foundation



\$5,000+

Mamujee Brothers
Matthew Neiger
Uraia Trust
Frank & Deenie Brosens

\$2,500+

James Wild
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James Stalter
Allison & Dana Rouse

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Evan Ratner
Imperial Teas Ltd
Aditya & Kelly Kaddu
David Block & Liz Lynn
Matthew Woodruff
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