

# 2024



# ANNUAL REPORT



# Table of CONTENTS

Directors' Letter .....	<b>2</b>	Career Guidance .....	<b>11</b>
Our Mission .....	<b>3</b>	Alumni Impact .....	<b>13</b>
Alumni at Work .....	<b>4</b>	Employer Partnerships .....	<b>15</b>
Education .....	<b>5</b>	Libraries .....	<b>17</b>
Soft Skills .....	<b>7</b>	Capacity Building .....	<b>19</b>
Peer Mentoring .....	<b>9</b>	FY24 Financials .....	<b>21</b>



Hatua Directors accept an award for 'Best Youth Employment & Engagement Strategies' at DIAR Awards

## A New Journey Begins for Hatua

Five years ago, Hatua served 483 students. We now serve over 1,000 youth and families in Mombasa, including 271 alumni who are earning an average income that is more than 4 times their household income upon joining Hatua. **Projected outward, our alumni's increased lifetime income will be 20 times our investment in their education.** We are incredibly proud of our students and alumni and deeply grateful to our team, mentors, employer partners, and supporters who make this impact possible. Thank you!

Despite our successes, we are not stopping here. This year we engaged our stakeholders to shape our next five-year strategic plan. We will continue to enhance our student and alumni outcomes, and work to demonstrate Hatua's impact beyond the youth we serve, to their families. **We will extend our reach beyond Mombasa by helping youth-serving organizations across East Africa to incorporate soft skills training into their programs.** We will deepen locally rooted leadership within Hatua's team and Board, mobilize partners to invest in Hatua's transformative impact, and together, end generational poverty for those we serve.

 + Gabrielle Fondiller

Peter Kwame & Gabrielle Fondiller

# OUR MISSION

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

Step by step, *hatua kwa hatua*,

we provide youth born into poverty

with scholarships for secondary & tertiary education,

mentoring on career-critical soft skills,

access to professional networks,

and links to career opportunities,

that end the cycle of generational poverty.



# Hatua Alumni at Work

## Leah Asami

Leah graduated with a degree in Geophysics from JKUAT in 2021.

After a referral from fellow alum, Bosco Mwendwa, Leah joined Team & Team International as a Water Officer, in charge of their borehole drilling team in the arid region of Turkana.

Her commendable work earned her a promotion to Base Director in Kakuma.

Leah now **oversees the work of multiple project managers working to provide clean water and improved sanitation** in and around Kenya's largest refugee camp.



## Mwinyi Hassan

Mwinyi obtained his degree in Coastal & Marine Resource Management from Kenyatta University in 2023.

His passion for marine conservation led to an internship position at Kenya Marine Fisheries Research Institute where he carried out environmental impact assessments, data collection, and stakeholder engagement.

In 2024, Mwinyi landed a role as the Project Officer at Vanga Blue Forest Organization, where he **works with communities to restore and conserve mangroves in southern Kenya.**



low-income students  
5 with scholarships,  
mentoring,  
career coaching  
and links to  
professional networks.

VISIO

A future in which every child  
regardless of the circumstances  
of their birth, has equal access  
to opportunity.



hatua  
NETWORK

**Certificate of Scholarship**

Awarded to  
**Aisha Mwatuwano Mwatunza**  
on 5th January 2024  
in recognition of your selection to join the Hatua Scholarship Fund.

*Gabrielle Fondiller*  
Gabrielle Fondiller  
Co-founder & Executive Director

*Peter Kwame Mwakio*  
Peter Kwame Mwakio  
Co-founder & Director

EDUCATION

Aisha receives her scholarships certificate from Hatua's Finance Manager, Cynthia Oyier

# Hatua Now Serves 1,000 Youth & Families

In Jan we hit a major milestone when 120 new students joined Hatua, bringing our total number of youth and families served to over 1,000. With an average household income of Ksh.74 (\$0.57) per person per day the families we serve can't afford education. Thanks to Hatua's scholarship our students join secondary school, transition to tertiary, and graduate with professional credentials. In the process, they are excelling. In 2024, **74% of Hatua's secondary graduates qualified for degree programs, compared to 22.3% nationwide.**

Hatua avg end of high school (KCSE) grade



 **\$650** Avg fees for a year of secondary or tertiary education

According to Kenya's Education Cabinet Secretary, the nation's transition rate was "only 30% from secondary to post-secondary education over the last few years." He blames this on "lack of adequate career guidance." To address this gap, **Hatua partnered with Kenya's University & College Placement Service and Higher Education Loan Board to host a public workshop** for recent high school graduates on how to apply for higher education and financing. A total of 2,500 youth attended in-person and via livestream.



Panelists from Hatua Network, KUCCPS, and HELB answer questions about how to access higher education



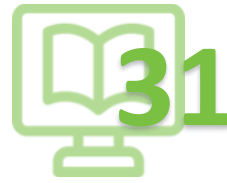
## SOFT SKILLS

Form Two students wrap up a mentoring unit on self-awareness by preparing presentations on their strengths and interests



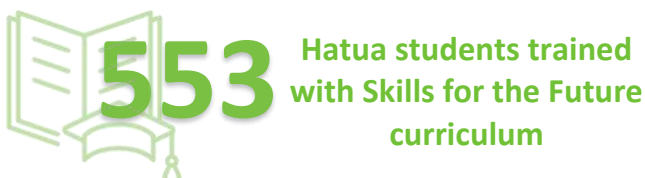
# Hatua Launches Open-Source Curriculum

On International Youth Day, we launched Skills for the Future — Hatua’s open-source curriculum focused on communication, collaboration, emotional intelligence, problem-solving, and responsibility skills. **The curriculum, created through 3 years of design, testing, and iteration, is tailored to the needs of Kenyan youth and employers.** On average students start at *Level 1: Beginner*, and over the course of 9 units, progress to *Level 3: Developing*. All teaching resources are available for free at [curriculum.hataunetwork.org](https://curriculum.hataunetwork.org).



Organizations downloaded Hatua’s Skills for the Future curriculum

In their final unit of Skills for the Future mentoring, **students work in teams to develop and implement a community service project.** They conduct interviews with community members to understand their challenges, develop a project plan and budget, mobilize support from stakeholders, and conduct a service project. In 2024, one student group led a campaign to prevent drug abuse among youth. They raised awareness about the risks of drug abuse by distributing fliers, giving talks in community centers, and organizing a prevention-themed football match.



Hatua students trained with Skills for the Future curriculum



Students visit Tamarind Hotel & Restaurant to learn about careers in the hospitality industry



# PEER MENTORING

Hatua Gap Year student leads a peer education session at St. Charles Lwanga High School in Mombasa



Gap Year students debate key issues being addressed by Kenya's parliament during a unit on Civics & Leadership

## Hatua Peer Mentoring Reaches 9000+ Youth

Every year Hatua's recent high school graduates train as peer educators and deliver key elements of our Skills for the Future mentoring curriculum to secondary school students across Mombasa. **Our focus in 2024 was teen pregnancy prevention**, including the biology of pregnancy, prevention methods, impacts of teen pregnancy, the meaning of consent, and how to use assertive communication to ward off unwanted advances — in the process students practiced the core soft skills of self-awareness and responsibility.

 **90%** Increase in reproductive health knowledge

 **26**

Mombasa high schools participating in peer education

This year, **for the first time, we conducted peer education in all 6 sub-counties of Mombasa.** The activities were 100% student-led, with students sourcing schools, scheduling sessions, delivering the program, administering assessments, and conducting data entry to measure learning outcomes. In the process, our Gap Year students practiced their soft skills, on average progressing from *Level 3: Developing* to *Level 4: Proficient* across all 5 Hatua core competencies.



# CAREER GUIDANCE

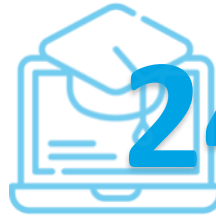
Tertiary students participate in industry group discussions with mentors during our annual university camp

# Mentors Help Students Prepare for Careers

In 2024, Hatua's mentor pairs grew by 22%, to 210 pairs. Mentors, each of whom work in the career field their mentee wants to pursue, engage one-on-one with their mentees throughout tertiary education, helping them to build their professional networks, upskill in their industries, source attachments, and transition from school into the workforce. This year **98% of Hatua's graduating students successfully completed a career-relevant attachment** before graduating, largely thanks to the support of our volunteer mentors.



**55** New mentors paired with students in 2024



**249** Tertiary students completed career readiness e-learning courses in 2024

Hatua's Student Unions (HSUs) are student-led chapters that bring together Hatua students attending the same university to create community, provide support, and conduct community service activities. In 2024, our 15 HSUs onboarded 84 new first-year members and **partnered with 9 organizations to conduct 30 community service activities**. These activities included school mentoring sessions, tree-planting events, and food drives for homeless families.



Hatua staff at a Mentors Dinner with Benjamin Kinyonda, Masika Ali, & Sheryl Osano, Hatua alumni who mentor tertiary students



## ALUMNI IMPACT

Bakari Ojiambo graduated first in his class from Moi University's School of Sciences in Dec 2024. He now works at KPMG



Hatua 2023 graduates and employer partners during our Mpito Ceremony. *Mpito* means “transition” in Swahili

## Average Alumni Income Increases by 10%

48 new graduates joined our alumni community in 2024 marking the completion of their 9-year Hatua scholarship journey. Our alumni community now stands at 271 members across Kenya and abroad. Among our alums who graduated a year or more ago 91.6% are engaged in the workforce, **earning an average monthly income of Ksh.52,000 (\$400)**. This is 6X the international poverty line and more than 4X the average household income of students who join our program.

*“I’m deeply grateful to Hatua for providing me with the opportunity to pursue my education and for the mentorship I received. This guidance helped me secure my first job with a reputable NGO.” ~ Merceline Wambua*

Merceline earned a degree in Nutrition and is now an Asst. Production Manager at Food 4 Education, an NGO that provides nutritious lunches to students across 1,263 schools. She is among many Hatua alumni helping others access education and opportunity. 28 mentor Hatua tertiary students, and collectively, **our alumni are helping to pay school fees for 346 students.**





# EMPLOYER PARTNERSHIPS

Ibtisam Balala, HR Manager from Freight Forwarders, answers students' questions during Hatua's career fair





Hatua alum, Moses Kamande with his colleague at Nyali Capital in Mombasa

## Alumni Secure 18 Job Opportunities with Employer Partners

In 2024, our Employer Partners (EPs) shared 43 career opportunities with us, giving us the opportunity to refer candidates. **Hatua students and alumni secured an impressive 42% of these competitive job opportunities.** We also recorded high levels of satisfaction among our EPs with 35% of active EPs providing opportunities and seeking referrals more than once from Hatua.

Active Employer Partners

34 

 54

Students & alumni hired by Employer Partners since 2022

Our students and alums are shining in the workplace. One of our Employer Partners, Nyali Capital, onboarded alums, Moses Kamande and Cynthia Akoth in 2024. According to Wanjiku Wambugu, CEO of Nyali Capital, **“Hatua produces employees who are diligent and persistent; they constantly put in effort and determination to achieve goals even in the face of challenges.”**



# LIBRARIES

Hatua partner, American Friends of Kenya, conduct a Read Aloud session at Serani Primary School

# Read-Aloud Expands to 4 New Schools

Hatua's Read Aloud program aims to improve literacy rates while introducing important soft-skills to primary school students through weekly read-aloud sessions. **10,159 children participated in the program across Hatua's 2 community libraries and 13 schools**, including Likoni School for the Visually Impaired. This is part of our effort to make Hatua's library programs more inclusive for children with special needs. In addition, our Likoni community library provides students with a collection of 193 braille books.

 **135,753**  
Cups of nutritious porridge served in primary schools

Alongside literacy programs, our Libraries promote career guidance and employability skills. **Through our Network Bridge program local high school students' career questions are answered by Hatua alumni** who work in the profession they want to pursue. This year our alumni answered 300 questions. Meanwhile, Hatua's digital literacy skills program provided free training to 156 youth on how to use Office software and code using Python.

 **520,692**  
Library visits in 2024



Students at Vyemani Primary School in Likoni enjoy nutritious porridge twice a week through Hatua's Uji Project



# CAPACITY BUILDING

Hatua team members during a skill-building session on emotional self-awareness led by Hatua Counsellor, Diana Atieno

# Hatua to Expand Impact Through New 5-Year Strategic Plan

In 2024 we unveiled our new strategic plan to guide our growth over the next 5 years. The goals and action steps contained in our plan incorporate input from Hatua's students, alumni, mentors, employer partners, staff, board members, and donors. **Over the next five years we will focus our efforts towards expanding the reach of our programs**, strengthening alumni outcomes, demonstrating the impact of our work on families, and improving our financial sustainability.



7

Team members earned promotions in 2024

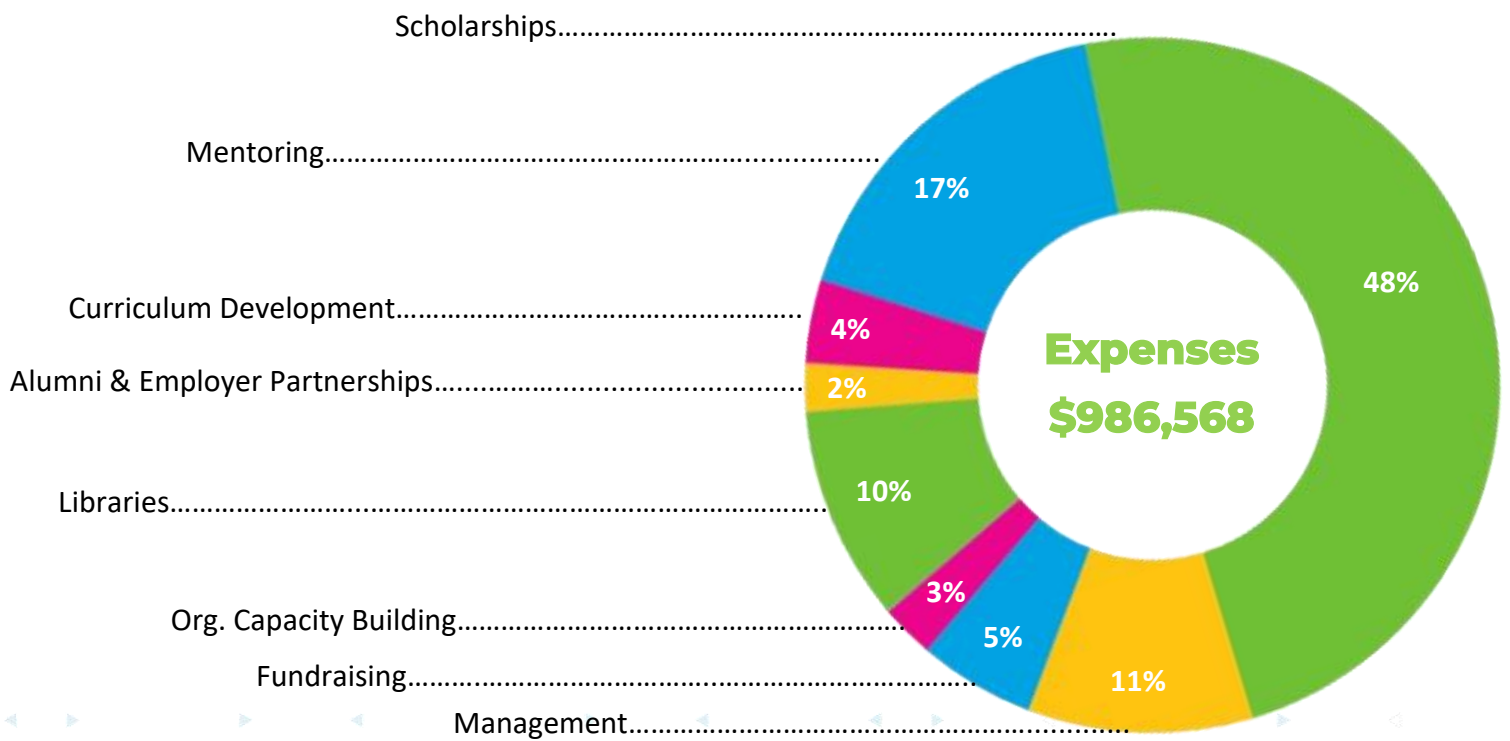
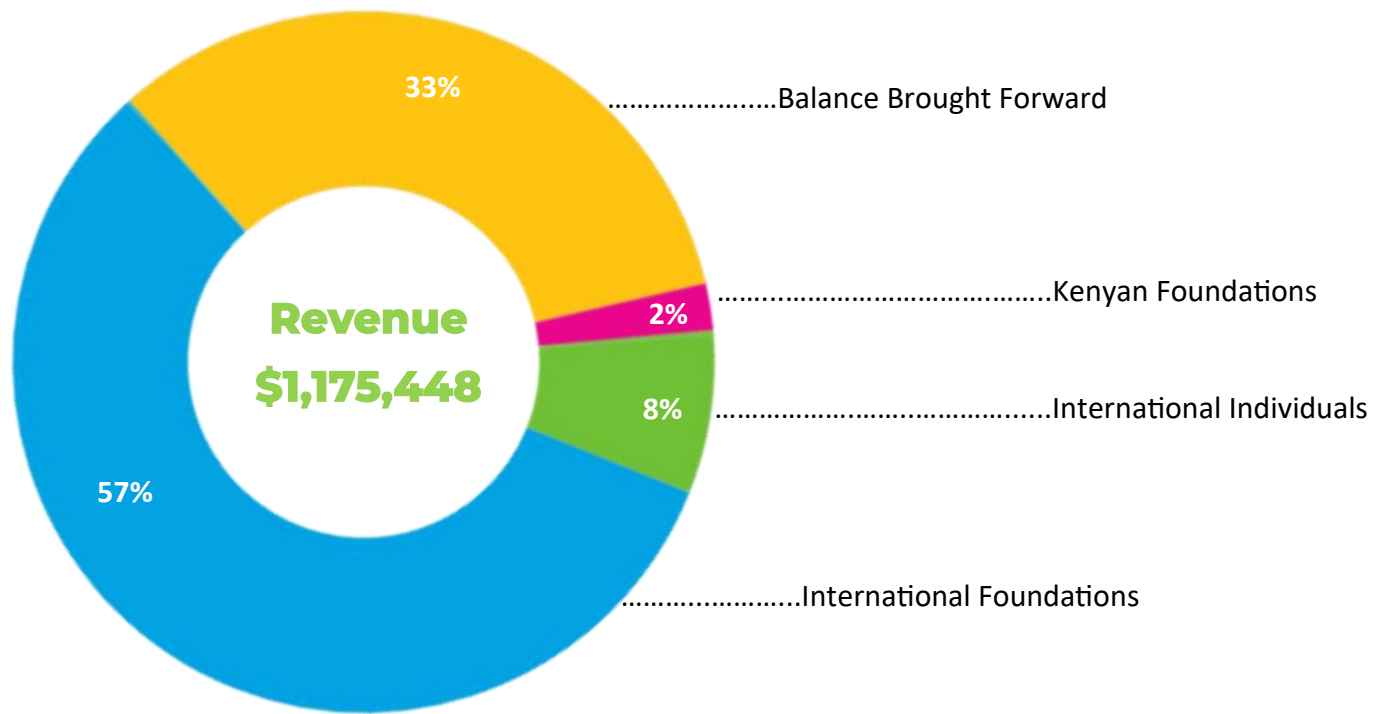
Also in 2024, Hatua Alumni Diana Atieno joined as our first in-house Counselling Officer to support the socio-emotional wellbeing of our students. Our Data & Learning department also made major strides. With the support of Livelihood Impact Fund and Sam Chenkin, **we developed a database design to house and analyze all of Hatua's program data**. This database is now being built in Airtable by our partners at Akirachix, a Kenyan women-led tech collective.

 **42%** of Hatua team members are alumni



Team Hatua during our annual team-building retreat

# FY24 Accounts



# Our Partners

Your generosity makes the work we do possible. We appreciate your dedication and ongoing support to help end generational poverty among youth in Mombasa, Kenya. Hear a [word of thanks](#) from Mama Shaiya, a parent of one of our students.

**\$250,000+**

If! Foundation

**\$100,000+**

Livelihood Impact Fund

**\$60,000+**

Segal Family Foundation

The Aall Foundation

**\$30,000+**

Project Redwood

Elma Masana wa Afrika

Jonaron Foundation

**\$20,000+**

Addax & Oryx Foundation

**\$10,000+**

Eileen & Rob Rominger

James Wild

Constance Christensen

Theirworld

Kavama Family Foundation

Ed Fondiller & Kate Doran

Mastercard Impact Fund

Mamujee Brothers Foundation

Jim & Rose Wolfe

Tydeman Fund

Frank & Deenie Brosens

**\$5,000+**

Matthew Neiger

Leslie & David Puth

**\$3,000+**

Evan Ratner

James Stalter

Amal Hirani & Rebecca  
Gurnham-Hirani

Sir Yusuf Ali Charitable  
Trust

**\$2,000+**

Aditya & Kelly Kaddu

Allison Rouse &

Dana Duncan

**\$1,000+**

Imperial Teas Ltd.

Elluminate

Matthew Woodruff

Vilma Benitez

Susan Marcinek

Franklin Craig &  
Cynthia Oketch

Margaret Nuzum





**Hatua Network Organization**  
PO Box 96690-80110  
Mombasa, Kenya

**Hatua Network, Inc**  
11 Polhemus Place  
Brooklyn, NY 11215, USA

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