



Sheril Osano graduated with first class honors in Economics & Statistics



# 2016 ANNUAL REPORT



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# Jambo!

2016 marked Hatua's first decade of work promoting opportunity for youth in Kenya. It also marked the completion of our first full cycle of students through our program, from their first day of high school through their university graduation ceremonies and on to their first jobs.

As we look back over the past decade we remember enrolling our first seven scholarship students in school. When we founded Hatua we were younger than many of our university students are today. We began with the understanding that access to education is essential for youth to lift themselves out of poverty, but knew very little about how to support students beyond paying their fees. Over the years, through iteration after iteration, we have built up Hatua's program to meet the personal, academic and professional needs of our students, slowly creating a robust nine-year mentoring program that multiplies the impact of our scholarship program.

In 2016 we graduated our first 14 students from University. These alumni are now joining the workforce, earning an average of 4.5x the average income of youth who haven't completed high school. After 10 years are so excited to be achieving the impact we've worked towards since 2007.

These achievements would not have been possible without the support of many passionate individuals, companies and foundations that have walk side by side with us since we began. Your generosity has given youth, born into poverty, the opportunity to complete their education, launch their careers, and join the middle class. On behalf of the entire Hatua Family we thank you for your support, guidance, and encouragement. Together we are transforming hundreds of lives, and together we will transform thousands more, from poverty to professional careers.

As we begin 2017 we are excited to be sponsoring 340 students in high school and university and we look forward to graduating another 22 students from college and university. It has been a long and rewarding road so far. We are grateful for this opportunity to share Hatua's accomplishments with you.

Gabrielle Fondiller & Peter Kwame Mwakio  
Co-Founders & Directors, Hatua Likoni

# Our Mission



Our mission is to help create economic mobility for youths by providing access to education and professional development.

**We know what youth need in order to excel:**



**Quality education, not just through primary school but secondary and university as well**



**Resume building experience while still in school**



**Connections to a professional network to help them find career opportunities after graduation**

**Worldwide 1 in 3 youth don't go to high school and end up trapped in a cycle of poverty**



# Hatua's First Class of Graduates



12

Hatua students graduated from university in 2016

93%

of Hatua alumni have secured jobs or internships

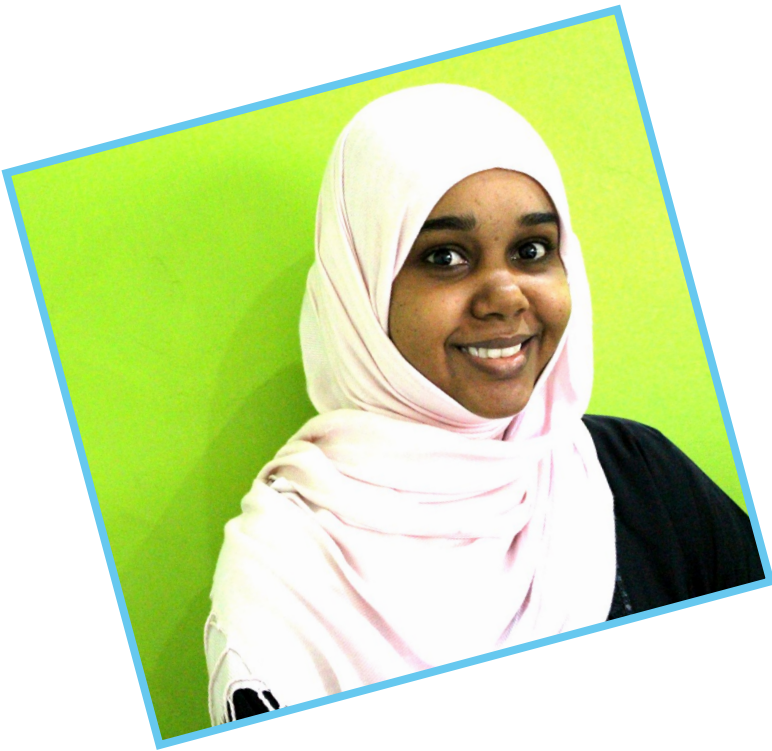
100%

of students who graduated more than **six** months ago, are employed, earning an average income of **\$350** per month, **4.5 times** the average income of youth who do not complete high school.

10 years after beginning our scholarship program, it's transformational effects are being realized. Our alumni are entering Kenya's workforce as educated, goal oriented professionals, ready to work hard to advance their careers and help others to follow in their footsteps.

Hatua's total number of alumni is now 14

# Futures Leaders of Likoni



## NIAMA ABUD ZAMZAM

Meet Hatua beneficiary Naima Abud Zamzam. For the past 4 years Naima has attended the Technical University of Mombasa. In November 2016 she was awarded a Bachelors Degree of Science in Community Health with first honors. She is now interning in the Public Health Department at Lamu District Hospital. We're so proud of you. Congratulations!



## JOHN ABUDUB WAKO

Meet Hatua beneficiary John Abdub. John studies Maritime Business Management at Moi University and will graduate in Dec 2019. Last June John was selected to attend the Segal Family Foundation's annual meeting as a Youth Representative. The highlight of his trip was giving a speech to 300 partners on countering violent extremism amongst Kenyan youth. Madame Graca Machel, wife to the late Nelson Medela, encouraged John to continue promoting peace in Kenya.

# Youth Strive to Join Hatua



Every year Hatua increases the number of students we support. In Jan 2016 Hatua awarded 50 new students with scholarship to join high school, and in Dec 2016 we welcomed another 50 youth to join the Hatua family. The motivation amongst Likoni youth to apply for our scholarship is at an all time high. Thanks to the encouragement of family members, teachers and Hatua's team during our annual visits to school, nearly 500 students applied for our high school scholarship this year.

# 10.85%

**Acceptance rate into  
Hatua 's Scholarship Program**




# 50

**High school students added  
each year**

**Hatua now sponsors 172 students in high school and  
167 in college and university**





  
**Certificate of Scholarship**  
Mwenzile Mwanangazi  
\_\_\_\_\_  
\_\_\_\_\_

# Hatua Sets Up New Libraries



500+

**Books donated to schools to improve Likoni libraries**

In Sept 2016 Hatua received a generous donation of books, library furniture and handicap equipment from our friends at American Friends of Kenya (AFK). On behalf of AFK, Hatua distributed PET carts and crutches to 8 community members in need. We also donated a collection of braille children's story books to the Likoni School for the Blind.

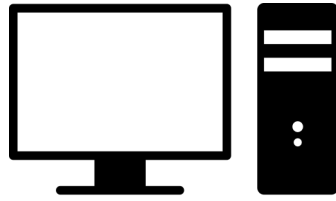
In October AFK volunteers visited Hatua to help us improve our library programs. We used the library furniture and books they donated to set up a brand new satellite library at Shika Adabu Primary School. AFK volunteers also helped us transform a section of the Hatua library into a Children's Corner, equipped with colorful kid-sized tables, chairs and shelves and a large collection of picture books. Both projects now provide Likoni's kids with ideal places to read and learn.

**With the support of AFK, Hatua has set up 4 satellite libraries in Likoni's public schools**

# Library Visits Increases by 22%

17

Desktop Computers Available



964

Average Curriculum books used per week

This year Hatua upgraded our Library's popular collection of curriculum book. Thanks to a generous donation from the Hachez Family we added 120 new textbooks to our shelves. These books are a valued resource for students who cannot afford to buy their own copy of these required school books. As our resources grow year to year we also see an increase in the number of community members using the library.



47

Daily Average of Computer User

2,300

Average Library Users Per week



Community members commonly refer to Hatua's library as the "Homework Hub" of Likoni

# Achieving Academic Excellence



In Nov 2016 Hatua's 34 recent high school graduates sat for their Kenya Certificate of Secondary Education Exam. Students are tested on 7 subjects and their scores determine admission into public and private universities and colleges throughout Kenya. Of our 2016 high school graduates, 23 qualify to pursue bachelors degrees, 11 for diplomas, and 2 for certificates courses.

**95%**

**of Hatua's 2016 Graduates qualify for degrees and diploma courses**

**28%**

**of Hatua high school students ranked in the Top 10% of their Class**

**60%**

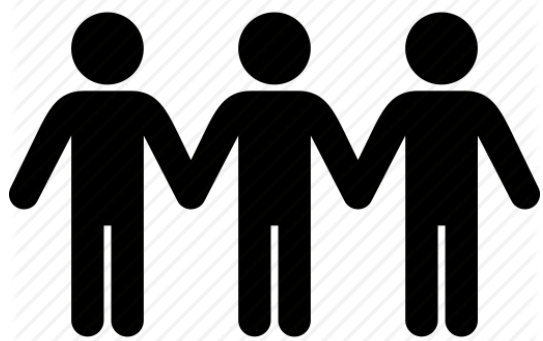
**of Hatua high school students ranked in the Top 25% of their Class**

To help our high school students earn good grades Hatua tracks each student's academic performance every term and provides extra tutoring during school holidays. Thank to this support, their individual drive, and the encouragement of their guardians, our students are often the top performers in their schools.

**Nationally, 15% of students earned a C+ or above on KCSE, whereas 64% of Hatua's students achieved this score or higher**



# Hatua Scholars Mentor 8,000 Peers



# 35

**Likoni Secondary  
Schools  
participated**

Each year Hatua trains our “Gap Year” students as peer educators to facilitate life skills mentoring for youth throughout Likoni. From March through August 2016, our 42 gap year students worked with S.A.F.E Kenya to train 8,000 youth on the role they can play to promote Peace & Civic Engagement during Kenya’s 2017 elections. Our curriculum explored the consequences of and alternatives to radicalization and election violence. It also encouraged youth to address their social grievances by voting for responsible leaders. Through the experience of teaching others our Gap Year students developed their leadership skills and gained work experience.



**Hatua students promote peace in preparation for  
Kenya’s 2017 Elections**

# University Mentoring 2.0



Hatua's university mentoring program is the key to our students' successful transition from school to career. Over the past 6 months we've taken a close look at the successes of the program and the ways in which it can be strengthened. With the help of Aditya Kaddu, a volunteer from Stanford University's Graduate School of Business, we have redesigned the following programs to increase their impact on the professional success of our college and university students:

## **Professional Mentorship Program**

**Pairs students with career coaches in similar fields and focus on strengthening the relationship of the mentor/mentee through meaningful and progressive interactions.**

## **The Hatua Student Union**

**Actively engages our university students with other Hatua beneficiaries studying in the same school or region, providing support, guidance and networking opportunities.**

## **The Alumni Network**

**Engages students who have graduated from our program to build a network of opportunity and support.**

**The Hatua Student Union is made up of 16 university chapters**

# Likoni Youth Trained in ICT



From October 2016 through March 2017, in partnership with the KUZA Project, Hatua is offering free Computer and Career Skills courses to out of school youth. Trainees attended a 10 day course at Hatua's computer lab where they learn how to navigate basic computer programs, write emails, prepare their CVs, search the internet to find job opportunities and use technology in the workplace.

**7:9**

**Male to Female  
Ratio**



**326**

**Youth have graduated  
from our program to  
date.**

We are excited to have Hatua's computer lab well equipped and busy every day training youth on these essential computer and career skills. Together we are launching Likoni's youth into an new era of technology and professionalism.

**The Kuza Project promotes youth employment by helping create sustainable jobs for young men and women ages 18 to 30**



# Hatua Hires Two New Staff

## **BONIFACE KIMUNYI**

Hatua would like to welcome Boniface, our new Secondary Student Mentoring Coordinator. Boniface previously worked as a Director at Choice Counseling and was a lead coach with Success Coaching. With Hatua he will be in charge of implementing our secondary mentoring programs as well as Hatua's Gap Year Program. Boniface will also be providing one on one counseling session with our students.



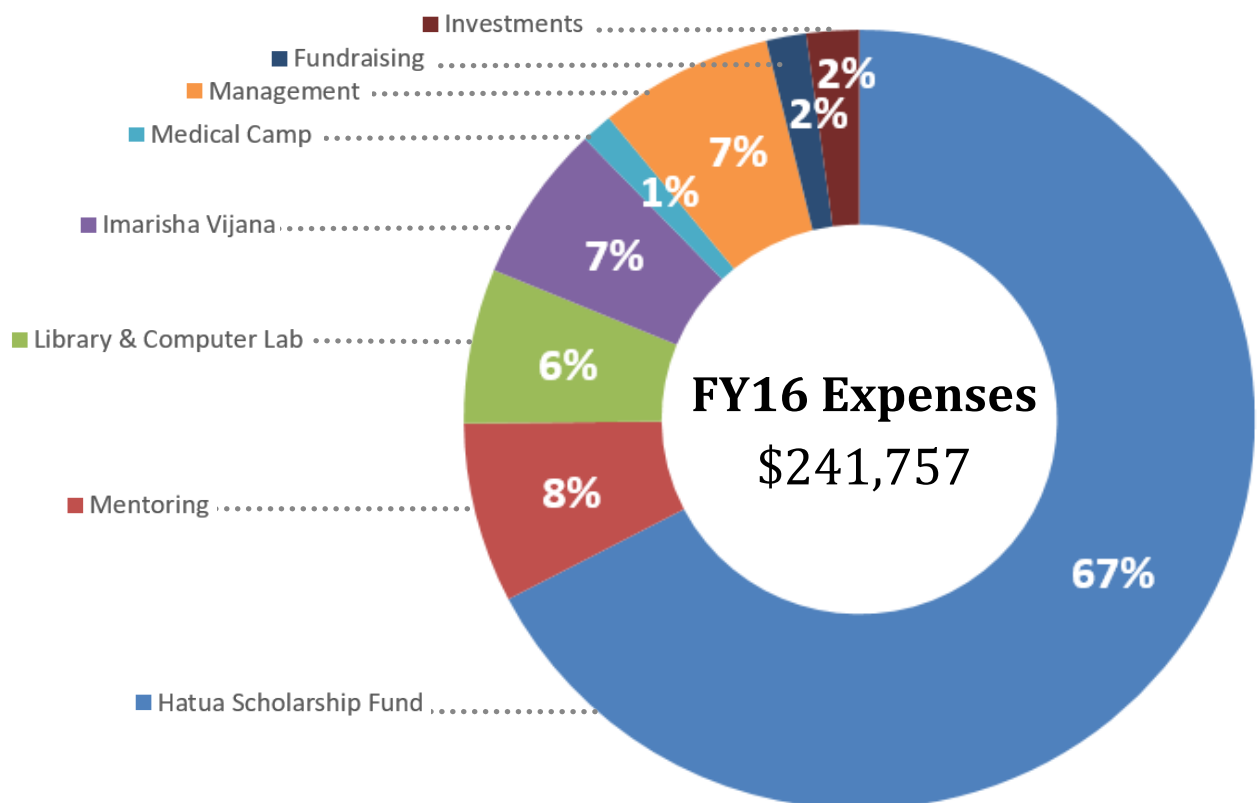
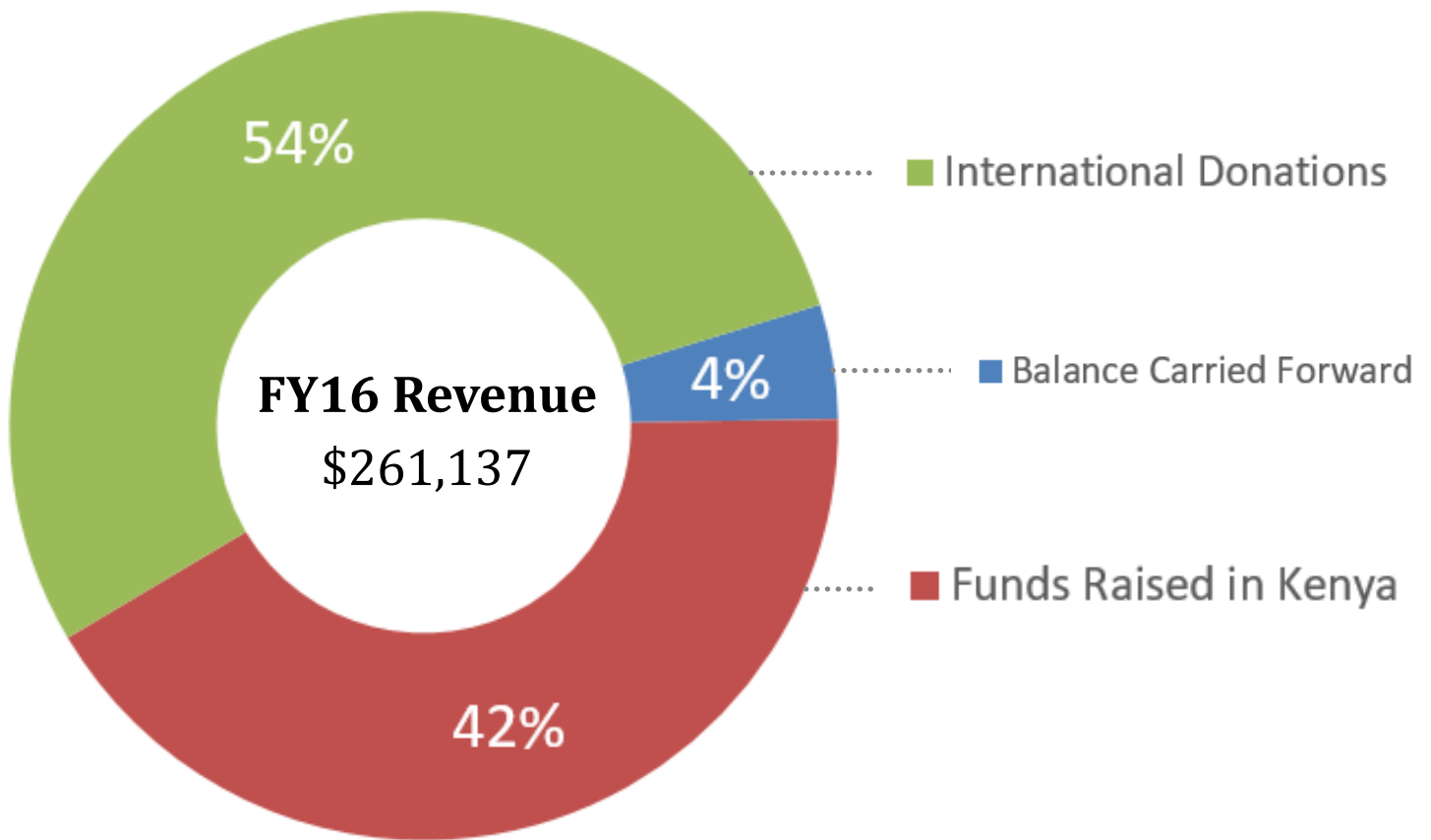
## **MAUREEN MULOMBI**

Hatua is thrilled to welcome on board Maureen, our new University Students Career Guidance Coordinator. Maureen previously worked as an assistant Dean of Students and career coach at Vision Institute of Professionals in Mombasa. At Hatua, she will head our university mentoring and alumni programs; supporting our new university chapters and helping students find the right mentors, attachments and jobs.



**Welcome to the Hatua Family!**

# FY 2016 Accounts



# Our Sponsors

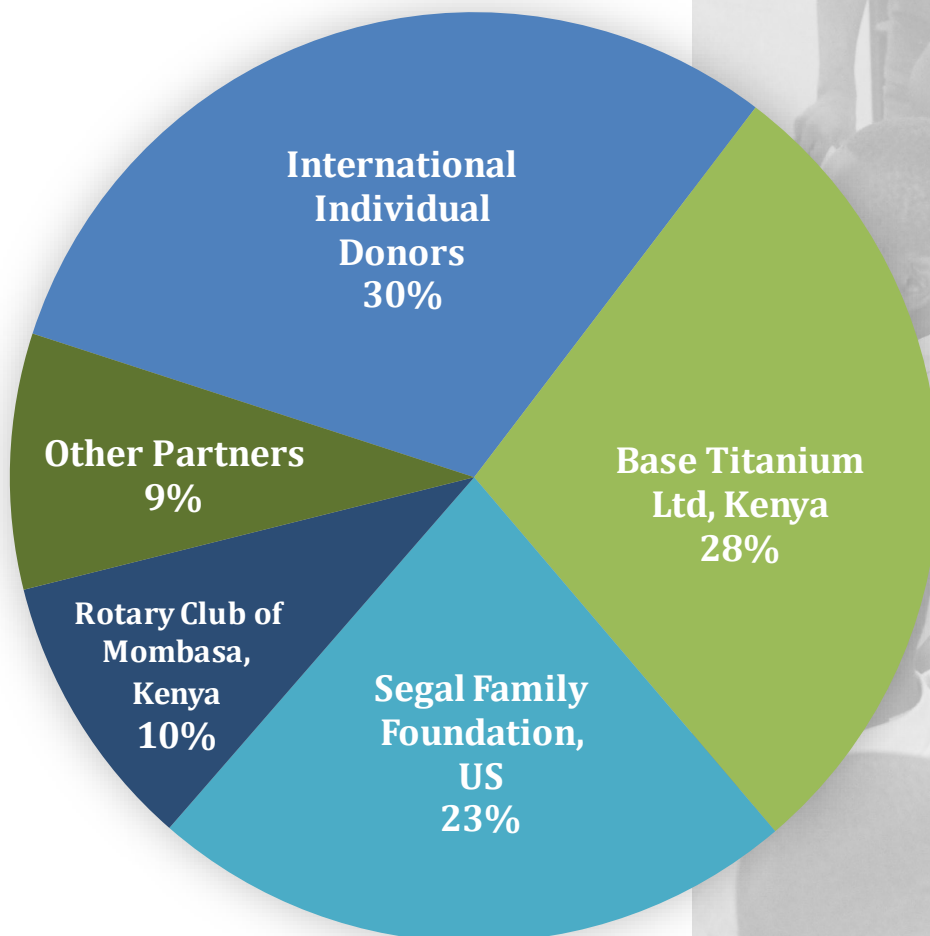
## FY16 MPESA TEN SHILLING CAMPAIGN RAISES \$200+

Total number of contributors: **209**

Percentage of contributors who  
are Hatua students or parents: **95%**

Percentage of Hatua families  
that contributed in 2016: **66%**

Average donation size: **\$0.75**



## Thank You!

The impact we have had this year is thanks to the compassion and generosity of our supporters. We thank you for your commitment to creating opportunity for Kenya's youth.

### \$50,000 and Up

Segal Family Foundation

Base Titanium Ltd

### \$20,000—\$49,999

The Education Trust Fund of the Rotary Club of Mombasa

Association Students of Stanford University

Kate Doran & Ed Fondiller

### \$5,000—\$19,999

Kuza Project

Total Tennis Ltd

The Puth Family

### \$1,000—\$4,999

PAWA 254 Initiative

Mamujee Brothers

Suzie & Vincent Hachez

Frank Brosens

Evan & Susan Ratner

Amos Yeo

Ruth Kapata & Ben Alexandro

Anand Balasubrahmanyam

Matthew Woodruff

Mary McCormick

Bill Meehan

Robert W. Scott

Bea & Matthew Neiger Fund

Mr. & Mrs. Christensen

