IMPACT REPORT
2021

AkiraChix
SHE BUILDS • SHE SERVES • SHE LEADS

CONTENTS

Changing the Rules of the Game while Transforming Africa's Productive Base

For over a decade, AkiraChix has brought unprecedented opportunities to young women. We've delivered long-term, scalable, evidence-based solutions that have enabled the young women in our program to live fulfilling lives with access to rewarding work.

Our codeHive residential program, founded in 2019, remains our most impactful thus far, grounded in an obligation to provide young women with the necessary skills to lead the development and application of technology in Africa. A strategic imperative that gives us the confidence that as we grow, despite the magnitude of challenges we face within the technology industry, we will continue to create positive impact

As we reflect on the past year, we are inspired by the confidence the young women exude and the great work they have accomplished, which reflects the endless possibilities for women in tech. We've not only fostered a community of 305 young women who have participated and graduated from the codeHive program but also built a diverse community of passionate technologists, spanning across East Africa, and the refugee communities in Kenya. These young women are fiercely committed to applying their skills to make positive changes in their communities.

Our values, mission and vision are not slogans tacked on a wall. They define us and enable us to realize our goals of creating deep and measurable impact. We will continue to collaborate with our partners to demonstrate what an alternative future looks like when we give women access to skills and opportunities in tech. And as we look to the future, we are convinced that our work will play an increasingly central role in shaping a better and more inclusive tech space. But most importantly, we know we have to work together to create the systemic change needed to provide opportunities for more young women, more often.

We invite you to join us.

Linda Kamau & Marie Githinji

AkiraChix Directors

Building a Pipeline of Strong Female Tech Talent

The right exposure to technology and the uniform contribution of female tech talent in Africa is not satisfactory. Women require more support to compete equally in tech. AkiraChix is at the forefront bridging this gap and strengthening the number of female voices in the sector.

2021 Highlights

There is a great deal of work to be proud of! 2021 marked a monumental shift for AkiraChix — It was a year of exciting initiatives and changes. We added new developments to our arsenal and saw tremendous growth in our reach and impact as we adapted to new demands and challenges.

Our New Home - AkiraChix Campus

Our Campus located in Nairobi demonstrates our commitment to creating a continuous strong tech talent pipeline for the future. This has allowed us to expand our footprint to reach more young women in underserved areas. We increased our enrollment from 50 in 2020 to 70 students in 2021 and expanded our impact to Rwanda and the refugee community in Kakuma.

Our Campus which is an academic home to students and alumni has flexible work and study spaces that ensure they have a learning and working environment suited to their needs. We are proud to have achieved this milestone and look forward to the opportunities that lay ahead.

Each class has capacity for 36 students

*Our commercial kitchen serves
150 people daily*

Who We Are

AkiraChix exists to build the world's leading source of African female technological talent. At the core of our work is ensuring young women across East Africa have the tools, education and support to not only have a prosperous career in technology but also live fulfilling lives. We believe that bringing women's qualities of empathy, care, resilience and collaboration to the tech solutions space, is the most promising way out of the social-environmental crisis.

She Builds

We increase young women's agency to participate in technology and build technical skills to transition to science, technology, engineering and mathematics (STEM) careers with improved access to opportunities.

She Serves

We encourage more young women to engage and build their communities with technological solutions.

She Leads

We mentor young women to take up leadership roles to shift societal gender norms which lead to healthier and more productive lives.
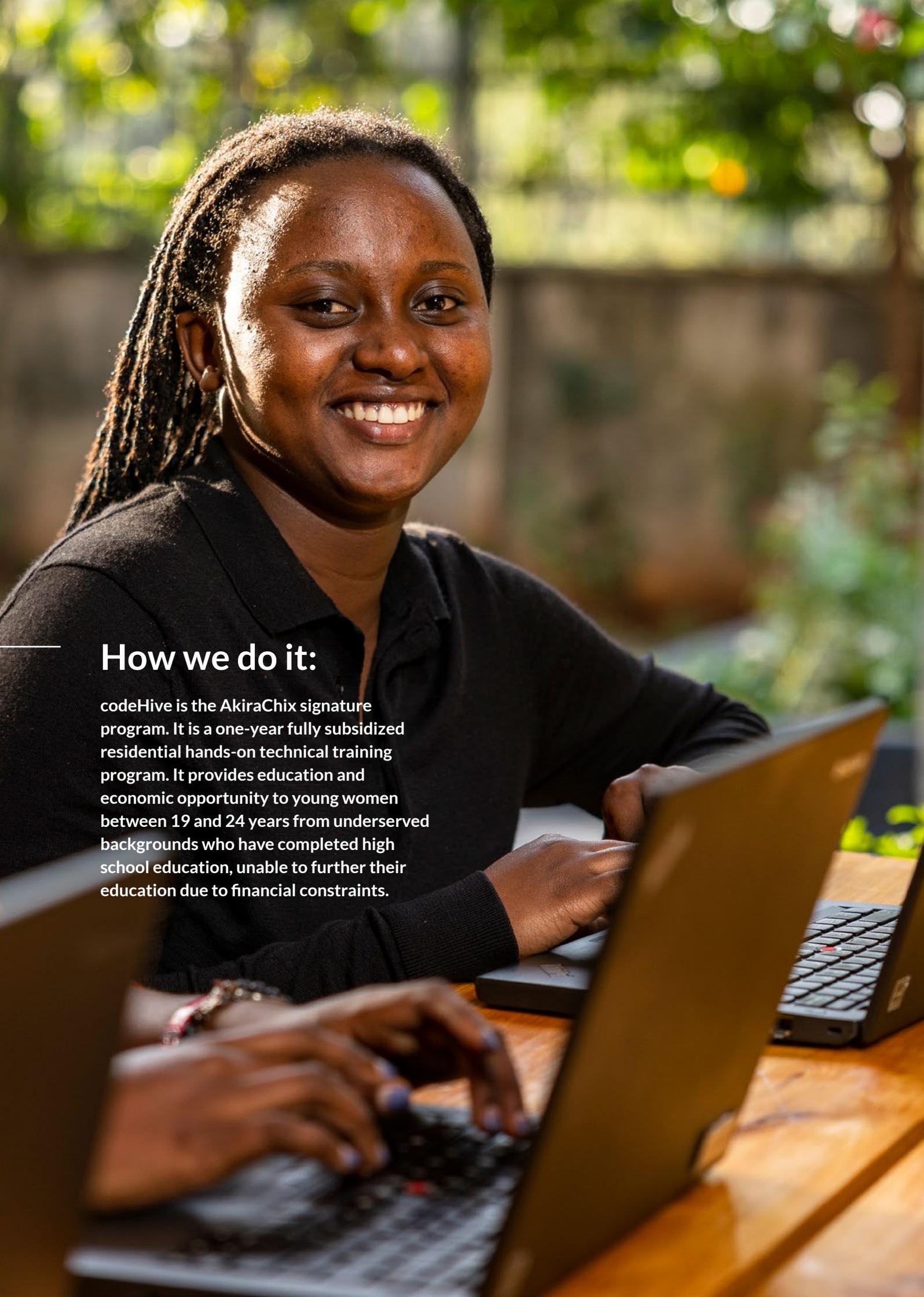
How we do it:

codeHive is the AkiraChix signature program. It is a one-year fully subsidized residential hands-on technical training program. It provides education and economic opportunity to young women between 19 and 24 years from underserved backgrounds who have completed high school education, unable to further their education due to financial constraints.

AkiraChix in Numbers:

What it looks like for students graduating from the codeHive Program

Overall Impact

305
no. of **young women graduated**
from the **codeHive** program
over the past 11 yrs of AkiraChix

Overall placement rate

84%*
of graduates are
confirmed junior developers
and **gainfully employed**

2019 : **85%**
2020 : **84%**
2021 : **82%**

2 years working in the Tech industry (codeHive class of 2019)

Where are they now?

85%
placement rate

USD 950
average income

USD 2,150
Highest monthly salary of codeHive graduates

USD 450
Lowest monthly salary of codeHive graduates

One year working in the Tech industry (codeHive class of 2020)

Where are they now?

84%
placement rate

USD 680
average income
from an initial
$420

USD 1,500
Highest monthly salary of codeHive graduates

USD 380
Lowest monthly salary of codeHive graduates

Data based on last 3 cohorts from the residential model

2021 Impact Numbers

3
No of **countries our students reside**

70
No of **young women enrolled** in the codeHive program

93%
of **young women graduated** from the codeHive program

95%
the **internship placement rate** before graduation for the codeHive class of 2020, the highest in AkiraChix history!

180 days after graduation from the codeHive Program

82% of graduates are **confirmed** junior developers and **gainfully employed**

USD 476 the **average monthly salary** of graduates, an income that is **higher than 75%** of **Kenya's formally employed population**.

USD 910 **Highest monthly salary** of codeHive graduates

USD 320 **Lowest monthly salary** of codeHive graduates

60 days after graduation from the codeHive Program

74% of graduates are **confirmed** junior developers and **gainfully employed**

Careers of our graduates:

- Frontend Developers
- Backend Developers
- Mobile Developers
- UI/UX Designers
- Product Managers
- AI Engineers
- UI/UX Researchers
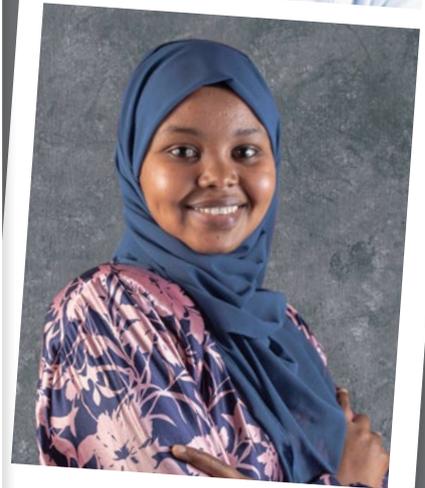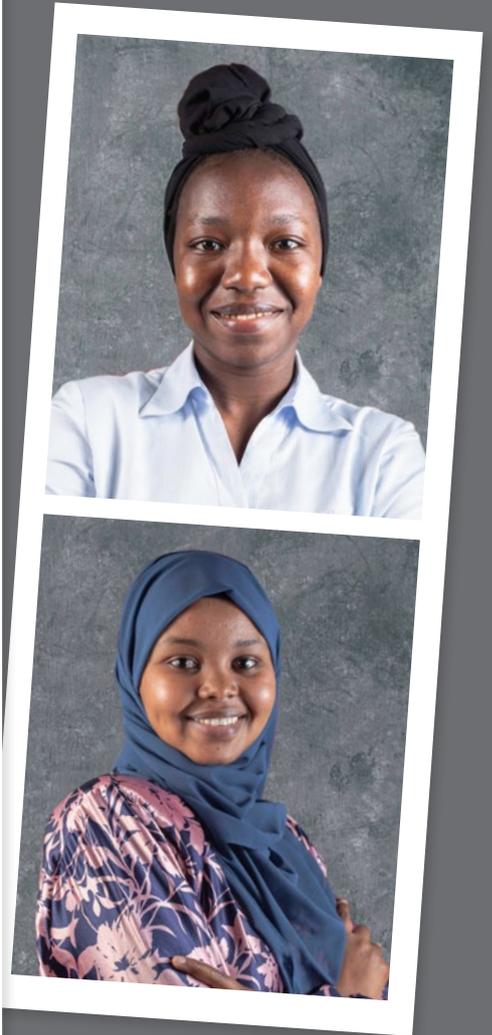
The climate effect of supporting young women in Tech

Our last 3 cohorts were full of young women punching above their weight. From conquering the skies and breaking old-age traditions and stereotypes, these young women are creating pathways for other women to rise through the ranks.

MERCY BIRUNGI

It would be safe to say that Mercy Birungi would have laughed off the idea of becoming a Software Engineer at KEIphone Global, an organization that seeks to bridge the digital gender divide by providing women with access to digital tools.

If you ask around, Mercy would not only have found the idea of working in tech and using her skills as a force for good incredible but also the idea of her defying the odds was laughable.
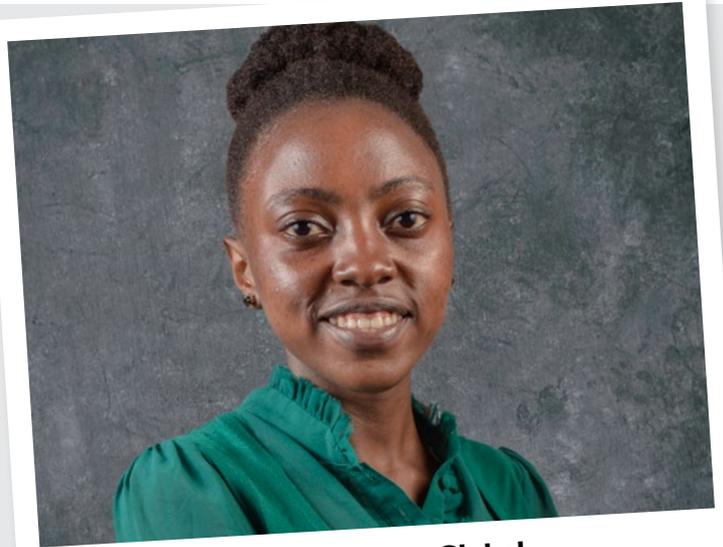
Software Engineer, KEIphone Global

For a long time, she felt crippled by the lack of opportunities to learn and gain the skills that would allow her to get her foot in the door. Something that would make her feel— in her own words — less empty. Her brain constantly buzzed with ideas and solutions to day-to-day problems that she would solve if given the chance.

At the time, the only opportunities within her reach were voluntary opportunities in social work. Though helping others provided a wonderful sense of fulfillment, economic progress seemed out of reach and her dream of working in tech became fleeting. Like many young women and girls, Mercy shouldered the consequence of lack of opportunity and the necessary hard skills to break through, which places young women in the difficult position of making a career move.

she embodies the hope of change

Once Mercy enrolled on the codeHive program the training she received translated the gaps into a trailhead of opportunity which paved the way not only for herself but for many other women and girls. Today, she works hard to keep abreast of the changing needs at her workplace. She consistently delivers on her tasks — steadily amassing a track record of excellence despite being the youngest and only female in her team. This comes as no surprise but is a matter of great pride for AkiraChix.

Now that she is an earning member of the family, Mercy has more financial freedom and her family's financial status has improved. It's a win-win that benefits not only her but her community more broadly.

Mercy is definitely a rising star, she carries herself with a gentle but firm confidence. An attribute that has enabled her remarkable growth since graduating from AkiraChix. She embodies the hope of change possible if we only invest more in girls- and young-women-designed learning solutions fit for the ever-growing and changing industry.

There is an urgent need to build the female talent pipeline across Africa. This is never more apparent than when women and girls feel that opportunities in tech are out of reach, and their dreams are out of sight.

REBECCA WAMBUI

Like any young, bright-eyed student, Rebecca Wambui believed that the natural progression of her education would be to continue to university where she would study analytical Chemistry. But little did she know how the trajectory of her career would change.

Associate Software Engineer, Twiga Foods

Becky was introduced to tech in high school through a 3-month programming course. Though she excelled at technology-related tasks, she never considered tech a viable career choice. This comes as no surprise as there are simply not enough women role models in the tech space.

Her dream of pursuing analytical chemistry quickly changed when she attended the Women in Technology Conference organized by AkiraChix. This gave her an opportunity to interact with women working in tech and to also learn about AkiraChix. After a gentle push from her mentor, came the gut moment of realizing that yeah, "I can also do this." Her a-ha! moment was more a series of realizations which included the limitless and endless possibilities that technology offers.

Becky later joined and graduated from AkiraChix in 2020. Now as an Associate Software Engineer at Twiga Foods, she is

she is proving that women belong in tech

proving that women belong in tech. She proudly talks about a project she successfully led and implemented called 'Twigi'. A WhatsApp bot that allows vendors to seamlessly register their business in Twiga. She attributes her success to her helpful teammates and knowledgeable experts who supported her along the way. Overall her journey has been that of a professional rather than that of a female professional.

Additionally, the economic progress that accompanied her technical background is remarkable. Her life has changed drastically in many aspects. She has greater control of household resources, life and choices; she is able to support her family by paying for her younger sister's school fees. This has lifted the financial burden off her mother who is now able to comfortably invest in productive, income-generating activities that benefit her entire family and community.

Reflecting on the years, Becky says taking the leap into tech was worthwhile. She encourages other young women looking to join the tech space to believe in themselves, take chances and aspire for greater opportunities.

Technology is a brilliant career for anyone, and that very much includes women.

MERCY RIMA

Malala Yousafzi put it so well when she said, "There are two powers in the world; one is the sword and the other is the pen. There is a third power stronger than both, that of women."

The story of young women making their mark in technology isn't told nearly enough. Women are excelling in tech.

Visual Designer, Twiga Foods

All across the sector, there are women making a genuine impact. An incredible example is Mercy Rima, a visual designer at Twiga Foods. To think that Mercy who was working as a designer at a Cyber in her home town in central Kenya — would later be creating visual concepts for a company with a portfolio of over 100,000 customers is astonishing.

Though she had no interest in tech, her love for design motivated her to apply for a scholarship at AkiraChix. A decision she has come to relish. She recalls joining AkiraChix in 2019 as a quiet, methodical young lady. Today, she is known for asking tough questions, setting ambitious timelines, and mobilizing diverse groups to accomplish shared goals.

her financial future has changed for the better

Her career began to excel as she took on a series of positions at Twiga Foods. She has been fortunate enough to work on a number of projects that have made her a tenacious designer. This made her a natural leader in her field, giving her a sense of independence as well as confidence. But getting there took a lot of hard work, resilience, and sleepless nights. She partly owes her rise within the company to continuously expanding her skill set—which she did by taking advantage of the learning and development opportunities available to her.

"I have been lucky enough to have great mentors, trainers and leaders who have helped and supported me. With my training from AkiraChix and the various skills I picked up along the way, I believe I can become a very proficient visual designer and eventually, invaluable."

Since working at Twiga, her access to resources and agency has improved by a substantial amount. Now, she is more independent and makes significant contributions to meeting her family's financial needs. She says her financial future has changed for the better. She is now able to invest and build a more comfortable life for herself and her family.

It is evident that only by valuing women's contributions and seeing them as vital members of the industry can we hope to create a genuine difference. Many women have made it in the tech field, this indicates that other women can make it too.

Our Potential for Impact

With an eye towards finding more effective ways to create opportunities for young women in tech, the codeHive residential program proves to do just that. For every dollar spent a dollar is earned! Interestingly, within the first year of employment, our gradates earn the equivalent or more of the money invested during the program.

We've seen how this vastly improves the lives of our graduates and that of their families, breaking the intergenerational cycle of poverty. The table below reveals the vast and impressive impact our program can have as a catalyst for change.

Cost-effective analysis data

| Standard salary for engineer in Kenya | US$10,090 | | Standard salary for senior engineer in Kenya | US$25,752 |

Years post-graduation	Earnings for those in tech	Annual raise in tech	Percentage raise to next year	Status
-1	0	US$2,341		Student
0	US$2,341	US$2,869	122.55%	Intern
1	US$5,210	US$2,72	52.31%	Junior engineer
2	US$7,936	US$2,589	32.63%	Junior engineer
3	US$10,525	US$2,460	23.37%	Junior engineer
4	US$12,985	US$2,337	18.00%	Engineer
5	US$15,321	US$2,220	14.49%	Engineer
6	US$17,541	US$2,109	12.02%	Engineer
7	US$19,650	US$2,004	10.20%	Engineer
8	US$21,654	US$1,903	8.79%	Engineer
9	US$23,557	US$1,808	7.68%	Engineer
10	US$25,365			Senior engineer

*These finding are based on analysis done by the Livelihood Impact Fund

Core Pillars of codeHiveX

Upskilling

AkiraChix ensures that the young women in the codeHiveX program have the tools and support to not only have a prosperous career but engage with the world at the highest levels. We offer niche courses for a period of 6 weeks e.g DAS, Devops etc. which are informed by the coaching sessions and industry trends. This ensures that their abilities match job-market demand.

Coaching

Members of the codeHiveX program receive robust coaching on technical and non-technical support. These sessions help with long-term career planning, identifying, and achieving their professional goals and potential.

codeHiveX

The codeHiveX is co-led alumni program founded in 2021. Through codeHiveX, we support the alumni to get the tools and resources to have a prosperous career and engage with the world at the highest level while they find a wealth of ways to give back to the community through the honor system.

The Launch Pad

A 6-month post-graduate initiative that supports alumni to establish a career in tech. This initiative is designed to help alumni identify unique career opportunities while providing them with the resources and tools they need to confidently enter the workforce.

Community

Community is a significant component of life at AkiraChix. Doing for others is something that all AkiraChix students and alumni have in common. Through the honor system, the alumni get the opportunity to give back and extend a helping hand to another sister and the community.

They also get the opportunity to interact with their alma mater through school and community events.

Financial Updates

The total revenue reported in the last financial year amounted to USD 608,959. These was received as grants and donations from corporates and individuals.

The operating expenses totalled to USD 608,949. This is attributed to the increase in the number of girls trained from 50 in the last FY to 70 in the FY 2021

Income & Expenditure Statement

January - December 2021

Exchange Rate 1 Usd = 100 Kes

INCOME	KES	USD
Non Profit Income	**60,895,878**	**608,959**
EXPENSES		
Program	36,243,717	362,437
Operations	24,651,160	246,512
TOTAL EXPENDITURE	**60,894,877**	**608,949**
ASSETS		
Property Plant & Equipment	8,107,198	81,072
Receivables & Prepayments	27,582,244	275,822

AkiraChix Revenue Trend in the Past FY 2019 - 2021
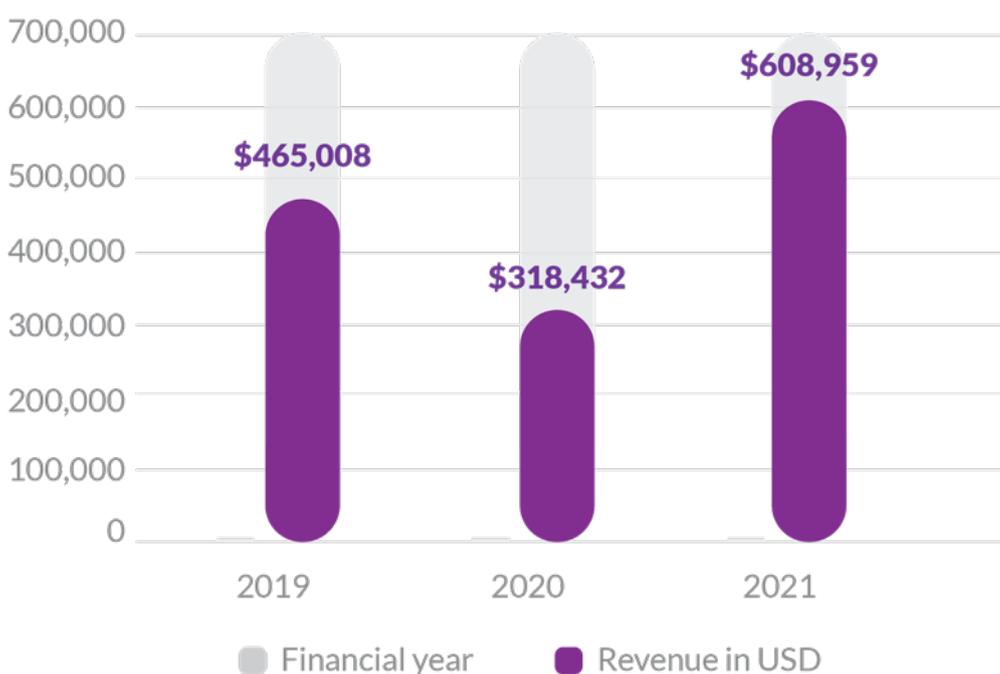
Meet the team

Linda Kamau

Co-Founder & Co-Executive Director

Marie Githinji

Co-Founder & Co-Executive Director

Zipporah Njoroge

Finance Lead

Samantha Rolfe

codeHive Lead

Kelly Ogutu

Hospitality Lead

Lydia Oduor

Communications Lead

Margaret Ndinda

Accountant

Partners

Funding partners

AWDF — African Women's Development Fund

AMPLIFY

ANITA B.ORG

Arthur B. Schultz Foundation

BRAUDE FOUNDATION

change.org

FOSSIL FOUNDATION

GLOBAL FUND FOR WOMEN

Issroff Family Foundation

KING BAUDOUIN FOUNDATION UNITED STATES *Fiscal spon

Livelihood Impact Fund

MOTOROLA SOLUTIONS FOUNDATION

Patrick J McGovern FOUNDATION

paymentology

Segal Family Foundation

UMSIZI UMSIZI FUND

Hiring partners

amarula solutions

antara health

esri Rwanda — THE SCIENCE OF WHERE

HENCE

iPay — Payments made Easy

KEI PHONE

KOKO

Kopo Kopo — simple tools for your business

Kotani Pay

LETA

mPharma — in good health

MPOWA

MSI REPRODUCTIVE CHOICES

nouveta — innovate, invent, mobile

ONA

PATH

paystack

POWERED BY PEOPLE

PULA

SafeBoda

SAVICS

OPIBUS

skygarden

SunCulture

Twiga

Xetova

ZURI HEALTH