



IMPACT REPORT 2022



AkiraChix
SHE BUILDS • SHE SERVES • SHE LEADS



The Double Punch of Education and Access

We've seen a lot of significant changes happening in the tech industry over the past year — and hiring trends are evolving to keep up. After a troubling end to 2022, a year in which several people in the tech industry experienced layoffs, you may be wondering how I and all of us at AkiraChix can remain hopeful about tomorrow, given the turmoil.

The answer: Even in this new reality, there is an insurmountable case for hiring junior talent. Many companies, particularly start-ups, are still hiring. They are hungry for technical skills, and salaries for these positions are at an all-time high. They have a unique opportunity to build their own talent pipeline by investing in junior talent. In the long-term, these companies gain considerably. It's a win-win.



Though hiring trends are still unpredictable, change is starting to occur for women in tech, and it's exciting. After just **180 days**, the class of **2022** earn a monthly income of **\$600** — a **4.7X** increase in income after graduation. This is the highest income after 180 days in the history of AkiraChix.

It's results like these that demonstrate the power of education and access to change lives and gives me confidence that we have a boundless future.

I am proud of all the incredible opportunities that the codeHive program is creating for deserving and ambitious women.

To help drive this momentum, we've been doubling down and finding new ways to scale our impact to ensure our program is robust in the new tech context.

Throughout this report, you will read about the many important successes our program has had in the past year and the significant contributions we are making and are yet to make in the tech industry.

We hope that you will agree with a resounding yes that the only conclusion possible is that we have been transforming the lives of young women and girls, then and now.

Many thanks to our partners for your support which allows us to do the work we do. These results are as much yours as they are ours.

Sincerely,

Linda Kamau

Founder & Executive Director

A Peek Into Where We Are Today

For every **\$1** spent there is **\$11** ROI, proving the cost effectiveness of the codeHive program.

**Evaluation commissioned by the Livelihood Impact Fund*

395 
Total No of graduates

 **93%**
Overall Graduation Rate

 **80%**
Placement Rate

Highest Monthly Income

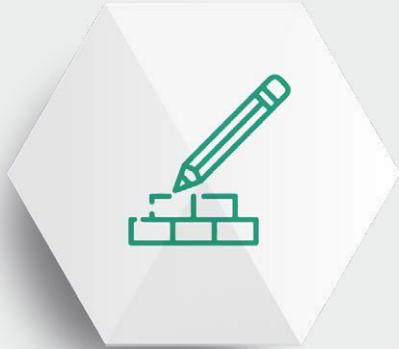
\$2,916 2019
3 years working in the industry

\$1,500 2020
2 years working in the industry

\$1,250 2021
1 year working in the industry

\$835 2022
180 days after graduation

Our Approach



She Builds

A 360 training that not only focuses on building the technical skills but also on increasing young women's agency. The codeHive program offers young women who did not have access to a well-rounded education the opportunity to develop the most sought-after tech skills, equipping them with the necessary tools to compete equally in the tech industry.

The only ticket to decent work and economic prosperity is giving young women access to meaningful and well-paying jobs. We build the professional capacity of young women and encourage them to use their skills to provide and build their communities with technological solutions.



She Leads

With increased agency and that extra earning power, the young women are able to recognize their full potential in economic spaces and break gender norms. codeHive graduates in senior positions are playing a key role in creating more inclusive work spaces. With the drive to close the the gender gap in leadership positions, we can already feel the beginnings of that change as our graduates sit on recruitment committees and advocate for better hiring practices that ensure more diversity and inclusion.



She Serves

Our Promise:

With intention and focused efforts, AkiraChix will continue to work to ensure women in Africa have the education, tools, and support to not only have a prosperous career but engage with the world at the highest levels. Our work has been a catalyst for change — turning challenges into opportunities and expanding the story of women in tech.

Investing in girls and women creates a ripple effect that yields multiple benefits, not only for individual women but also for families, communities, and countries.



2022 in Numbers



Building Beyond the Hard Skills

We understand that creating an equal playing field is more than teaching coding skills. Technical knowledge isn't by itself enough to master every aspect of a tech job; the codeHive program focuses on socio-emotional skills like collaboration, problem-solving and public speaking and builds their confidence to ensure young women thrive in the industry.

We have skillfully emphasized how these non-technical skills can be game-changers in the way our graduates interact, adapt, and succeed.





The class of 2022 scored 85 out of a possible 100 in their agency at the end of the program compared to 75.6% at the beginning of the program; a 10.1% increase. This change is an indication that the codeHive program is contributing significantly to improved girls' agency.

	Before codeHive	After codeHive	Difference	Is Difference Significant?
Self-Beliefs	22.55/30	26.58/30	+4.04	Yes
Environmental Beliefs	8.31/10	6.53/10	-1.78	Yes
Self-Governance skills	23.48/30	26.77/30	+3.29	Yes
Leadership skills	21.29/30	25.90/30	+4.61	Yes
Agency	75.63/100	85.79/100	+10.15	Yes

**Amplify Agency Report 2023*

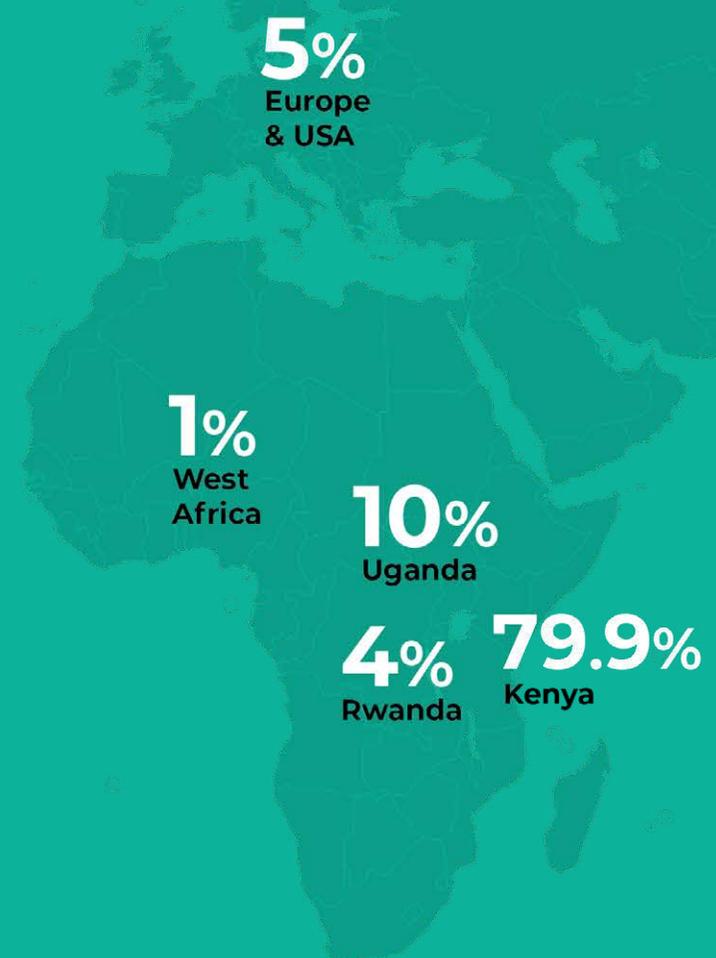
Changing the Gender Ratio

We often hear from our hiring partners on how our alumni are fairing in the industry. Our students are rated higher than most of their peers and often have already mastered the skills required to enter these new and exciting fields. It is very fulfilling to hear the common threads that run through their responses. Hear from Antara's CTO.



Antara's CTO and Co-Founder, Kuang Chen

"AkiraChix's training not only prepares the graduates for technical work, but empowers them to be fearless, curious and a joy to have in any organisation. AkiraChix is an invaluable source of talent, and we are delighted to be able to return the favour and contribute towards their mission."



Our graduates span across different companies around the globe

Potential for Impact:

The tech sector is growing faster in Africa than in any other region but women make up only 30% of the continent's tech professionals.

The business case for diversity is clear. We are determined to redress the bias of women in tech and build a pipeline of strong female tech talent.

We partner with tech companies to address the challenge of hiring and retaining female tech talent. A case in point is our recent partnership with Antara Health, which recruited 10 students from the 2022 cohort and 3 from 2021 who have since been confirmed to full-time positions.



Antara Health recruited 10 students from the 2022 cohort and 3 from 2021

Through these partnerships we not only provide a continuous tech talent pipeline but support in these key areas:

How to run a successful internship program by developing internship guides

Provide guidance on role expectations, career growth and advancements which also includes compensation at every level.

In this way, more companies are incentivised to hire our graduates. We anticipate that this strategic move will reshape the future of the tech industry, accelerating diversity, equity and inclusion efforts.

13 graduates at Antara have made significant contributions to various departments

Our Partnership With Antara Health

It's always exciting to see forward-thinking companies like Antara trust and support our vision to create a strong female tech talent pipeline for the future. Antara's solid track record in nurturing and growing tech talent gives us the confidence that our alumni will thrive.

Since January 2022, Antara has been offering 3-month paid internships to graduates from AkiraChix's. In that time 13 AkiraChix graduates at Antara have made significant contributions to various departments including Customer Operations, Engineering, Product Development, and Communications.





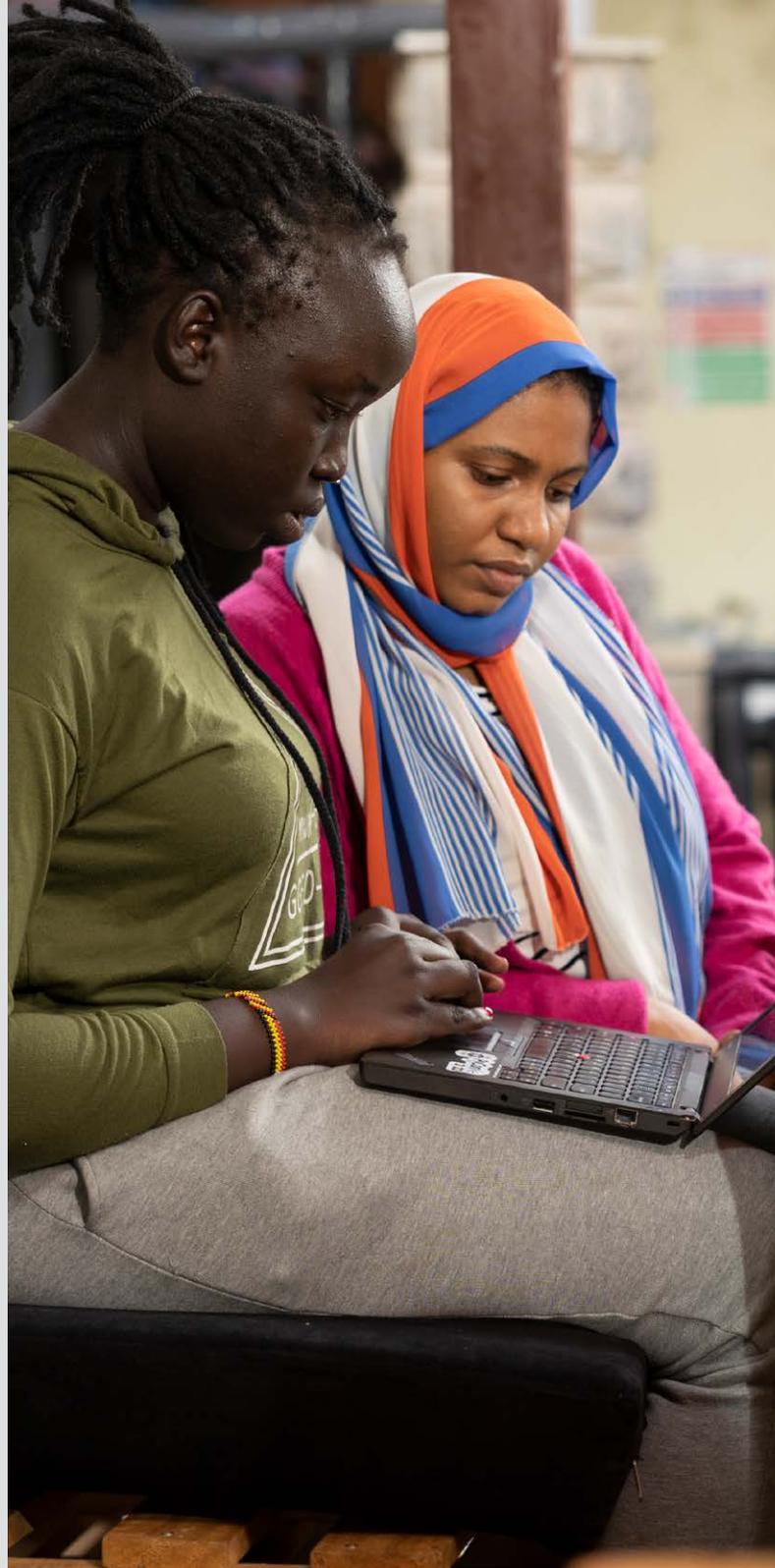
Since the successful internship program in 2022, Antara has offered full-time employment to three exceptional interns so far. Intwaza Belyse and Shadya Obuya are both Software Engineers in Antara's Product Development Department. Their journey from interns to full-time employees showcased not only their technical skills, but also an ability to thrive in a professional, tech-driven environment.

“Being an intern, especially one with no prior work experience, is like asking someone to take a chance on you. And that’s what Antara did with me. Antara not only took a chance on me but also supported my growth as a software engineer.

By providing internship and employment opportunities to AkiraChix graduates, Antara is helping AkiraChix end the cycle of poverty in their families,” shared Ms. Obuya.

Brenda Gitau, another codeHive graduate, demonstrated considerable adaptability in her journey to joining Antara full time as a Technical Program Associate. A software developer and UX/UI designer by training, Brenda earned a place in Antara's Customer Operations department by applying her tech skills while also learning how Antara's business works, how to engage with and understand Antara's clients, how to build commercial relationships with those clients, and how to establish and expand those relationships.

“*Brenda's growth stemmed from her willingness to learn, her flexibility, her consistently positive mindset, and her strong grounding in critical thinking and professionalism. She has been a great addition to the Customer Operations team and has a bright future at Antara as we transform healthcare in Kenya,*” commented Nthenya Mule, Co-founder of Antara Health.



January 2023 brought another round of AkiraChix interns to Antara, of whom **100%** so far have already progressed to an Apprenticeship, the next step to full-time employment under Antara's career development program for its interns. In addition, Joy Wambui, a User Experience Researcher at Antara, is currently an instructor at the codeHive program and Julius Kabangi, Antara Co-founder and Head of Engineering, is joining the AkiraChix board.

We hope this example paves the way for more companies to develop a robust career growth plan that allows more women to not only enter the workforce but succeed in the technology industry.

What We Are Looking Towards

Impact Evaluation of the codeHive Program

With the impact of the residential model, it's no secret that women's economic empowerment will be the massive driving force behind breaking the intergenerational cycle of poverty within families.

We are excited to share just how impactful our program has been to young women and girls across East Africa.

Through a controlled study we investigate the impact of codeHive, on improving the employability of young women upon exiting the program.



This study defines employability as a transition to the labor market and increased social-emotional skills. The main labour market outcome is income, and the secondary outcomes are growth or promotion after placement and job-seeking confidence.

The core components of the codeHive program under evaluation are

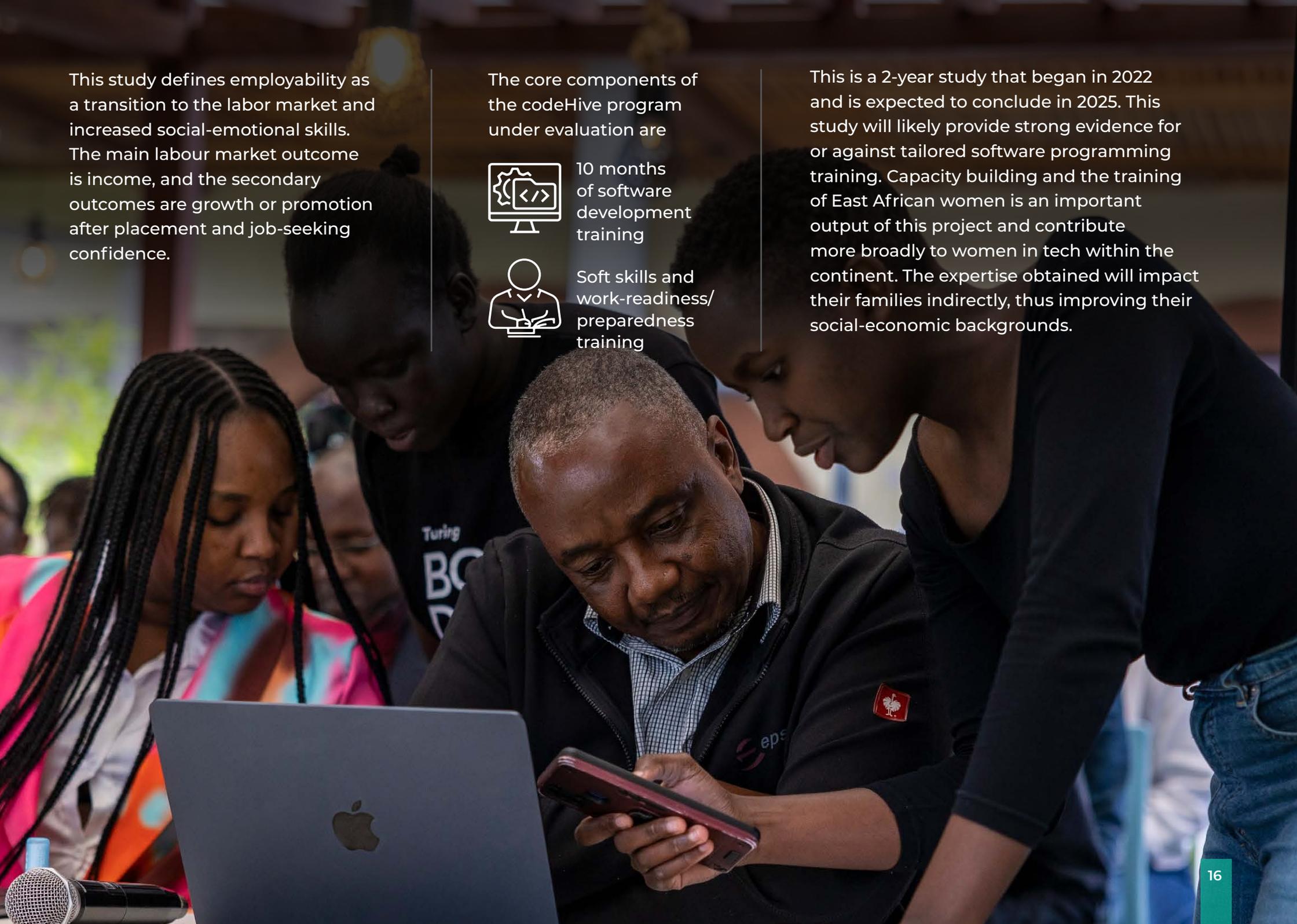


10 months of software development training



Soft skills and work-readiness/preparedness training

This is a 2-year study that began in 2022 and is expected to conclude in 2025. This study will likely provide strong evidence for or against tailored software programming training. Capacity building and the training of East African women is an important output of this project and contribute more broadly to women in tech within the continent. The expertise obtained will impact their families indirectly, thus improving their social-economic backgrounds.



Financial Updates - 2022

Total revenue reported in the Financial Year 2022 USD 749,224 as Grants and Donations. Operating expenses in the year summed up to USD 294,225 with the balance of USD 454,999 being absorbed into the programmatic expenses. A total of 100 young women were trained under the program in the year.

Income & Expenditure Report

FINANCIAL YEAR - 2022

Exchange Rate 1 Usd = 100 Kes

INCOME	KES	USD
Grants and Donations	74,922,352	749,224
EXPENSES		
codeHive Program	42,907,665	429,077
Monitoring & Evaluation Costs	2,592,155	25,922
Operational Costs	29,422,531	294,225
TOTAL EXPENDITURE	74,922,351	749,224
ASSETS		
Property Plant & Equipment	21,472,278	214,723
Receivables & Prepayments	11,817,187	118,172
TOTAL ASSETS	33,289,465	332,895



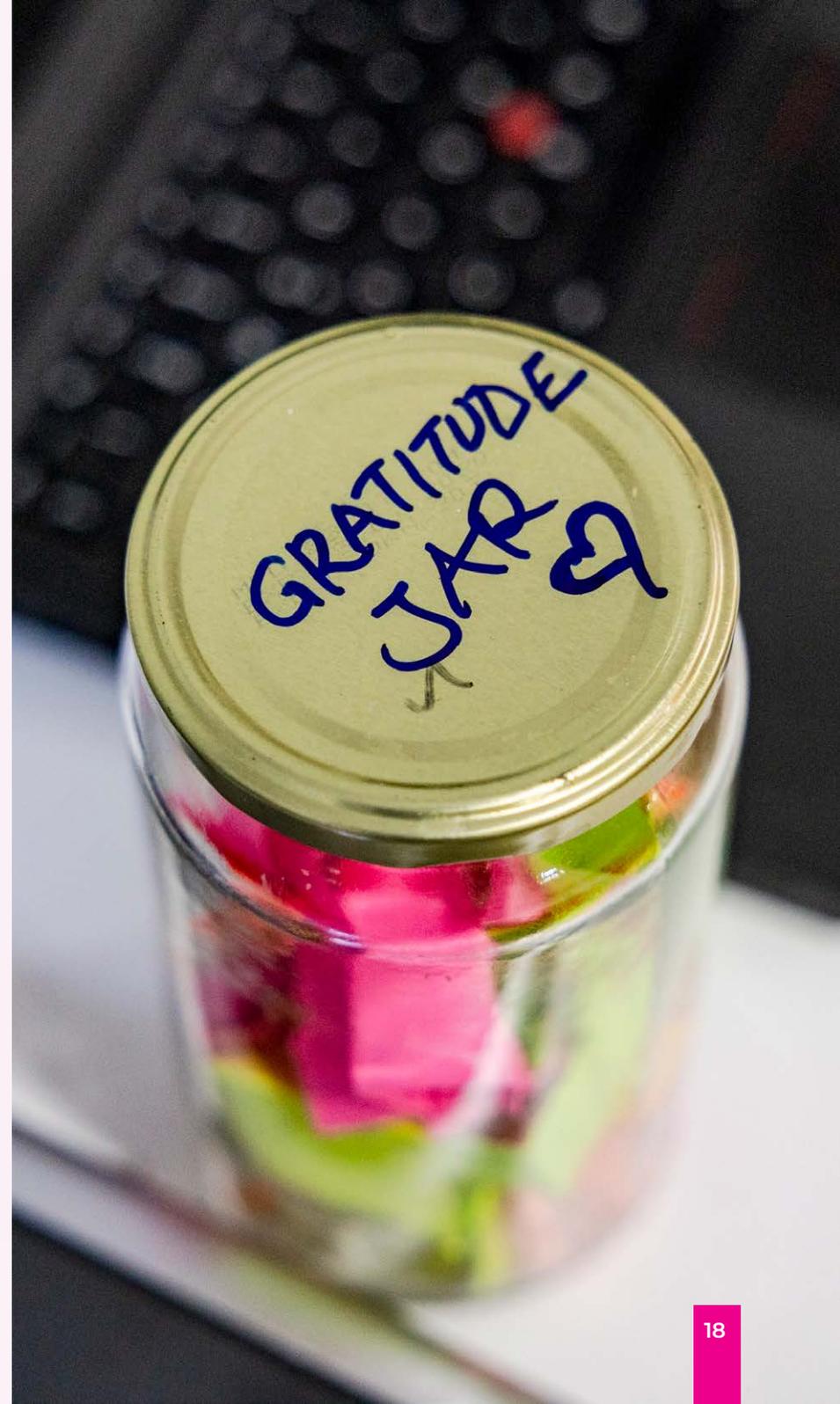
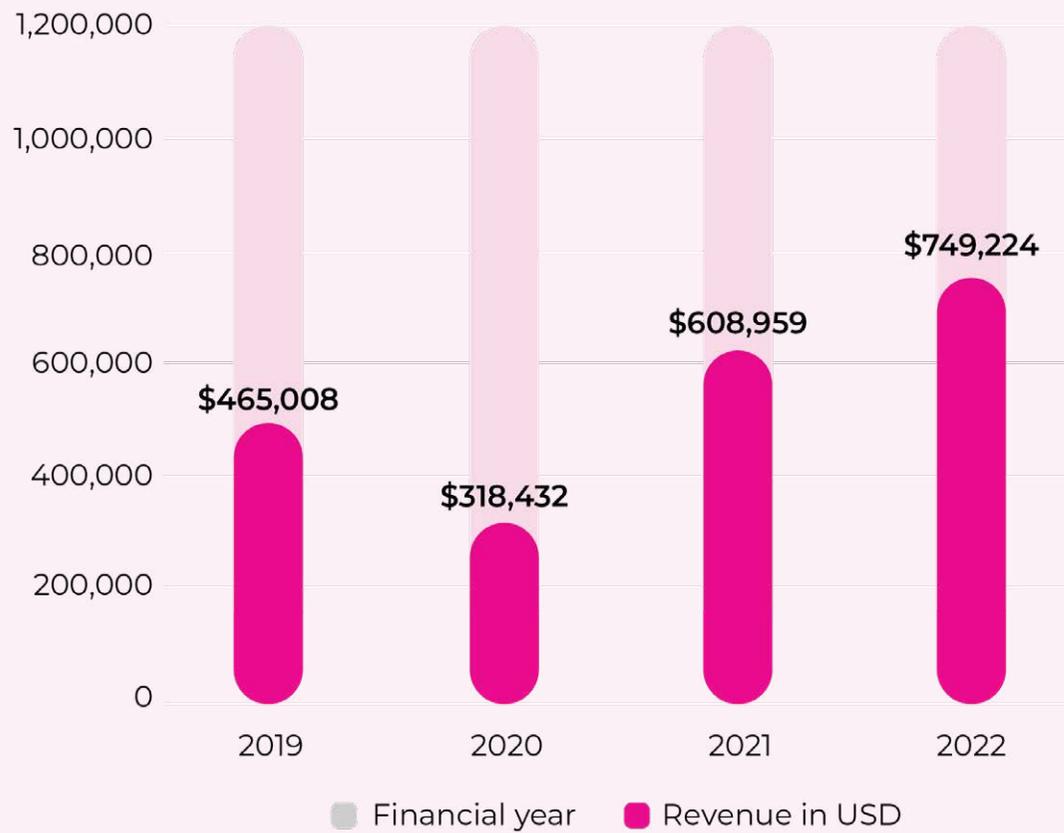
USD
749,224

Total **grants** and **donations**

100
Young women were trained under the program in the year

Total **unrestricted assets** amount to **USD**
332,895
as at close of financial year 2022

Trend in Revenue in Past 4 Financial Years (2019- 2022)



Our Funding Partners



Hiring Partners



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