Decoding the Future of Tech in Africa:

#1MillionDevs4Africa

IMPACT REPORT

2022-2023
Coding Dreams, Building Realities

"What counts in life is not the mere fact that we have lived. It is what difference we have made to the lives of others."

**Nelson Mandela
Former President of
South Africa**

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"Unity will not make us rich, but it can make it difficult for Africa and the African peoples to be disregarded and humiliated. And it will, therefore, increase the effectiveness of the decisions we make and try to implement for our development. My generation led Africa to political freedom. The current generation of leaders and peoples of Africa must pick up the flickering torch of African freedom, refuel it with their enthusiasm and determination, and carry it forward." Mwalimu Julius Nyerere, Former President of Tanzania

INTRODUCTION

Power Learn Project is a Social Impact Organisation dedicated to providing quality tech-based training that is affordable, accessible, and capable of unlocking the potential of African youths. We are keen to empower and support underserved youth between ages 18-35 who experience barriers to tech-education and/or employment by giving them a second chance in tech-training with the aim of enhancing their capacity to join the digital market. Our technical Training Programmes are part-time program averaging 30 hours/week over a period of 16 weeks. Participants learn coding in an Agile environment using industry tools and learn the soft skills needed to find meaningful entry level employment as developers or in the IT sector.

The Power Learn Project Impact report will describe the impact of the One Million Devs Program and the Tech-training Programme activities conducted between November 2021 to October 2023. During this period the organisation operated within four main areas: Supporting Tech-Curriculum Development & Tech-Training, One Million Devs Regional Program Launch, Community and Partnership Building, Governance and Policy Interventions-while building the Pan-African Experiences.

We set out to scale the impact of the One Million Devs Program to 5 counties in Kenya- Siaya, Nakuru, Eldoret, & Kiambu by June 2022. In a period of six months, the One Million Devs Program had already attracted over 1,000 applicants from across Kenya. By the end of 2022, the One Million Devs Program had expanded its regional reach to include- South Africa, Zambia, Tanzania, and Nigeria- in pursuit of its goal to make tech-skills available throughout the African continent. Currently, the Program has over 4,000 graduants with over 10,000 enrollments in Africa.

MESSAGE FROM THE BOARD

By empowering the African youth through digital skills, PLP hopes to reposition the young people by changing their narratives through digital empowerment that will propel them to take advantage of the new opportunities in an increasingly digital, automated, and connected world. Digital technologies are the catalyst needed to help address the significant inequalities that the continent faces, help manage climate change, increase food production, improve education, increase access to healthcare, and even democratize elections.

Our role as the Board is to offer governance and strategic oversight to the Power Learn Project (PLP) organisation in its mandate to empower Africa's youth through software development. We believe that digital skills will create a platform to unlock the potential of young people to further spark interest in collaboration and continent-wide engagements, growth in tech ecosystem and digital technologies.

With a tech-savvy young population and a rapidly growing tech start-up ecosystem, the African youth has struck a chord with the future at a time when Pan-Africanism and 4th Industrial revolution is taking shape. As PLP board, we are glad to undertake the transformative agenda in digital technology as Africa asserts her authority in climate change conversations as witnessed in the African Heads of State and Government during the African Climate Summit (ACS) in Nairobi on September 6, 2023.

PLP would like to treat the question of digitalization of young people with great vigor as we seek to leverage the digital economy to boost trade across the continent while creating new opportunities for the continent's growing youthful population.

The future of business on the continent is a single digital market. Despite the enormous role accorded to technology, the continent has continued to face challenges like insufficient infrastructure, lack of funding, unpredictable policies & regulations, skills gap, and inadequate data for investors are some factors hindering

Africa's tech ecosystem growth. The PLP board will relentlessly support the organisation by pulling resources together and rallying behind PLP management to get things done. We will guide the organisation as it navigates through policy complexities and ensure that the organisation has adopted policies capable of propelling the agenda of PLP.

We want to appreciate all stakeholders who have joined our tech-ecosystem for your commitment to ensure PLP has actualized its goal. We would also want to thank all our donors and partners for the unwavering support you have given to the organisation throughout the regional penetration and launch processes. We could not have come this far without you all.

佐々木健二
Kenji Sasaki
Chairperson PLP Governing Council
CEO Next Chymia Consulting.

MESSAGE FROM THE CHIEF GROWTH AND OPERATIONS OFFICER (C.G.O)

Africa is a continent rich with untapped youth potential which gives the young people boundless opportunities and possibilities in digital technologies. Technology has continued to push the boundaries of what is possible and achievable in this generation. Digital skills will play a transformative role in reshaping the future of work in Africa. The future of work in Africa will be characterized by gig economy and or remote work which has already been catalysed by the growing start-ups in the tech-Space. We have to acknowledge that start-ups are growing in Africa despite the wide funding gaps. This is already challenging the traditional industrial job opportunities and we have to accept that the tech-space is capable of creating sustainable jobs. In addressing youth unemployment and or underemployment, we have to break even and accept one size fits all approach can no longer fit the needs of the African youth. The current ratio of developer talent to start-ups businesses in the continent is unsustainable. We therefore need more developer training for more people to join the talent pool and help tech businesses thrive.

Power Learn Project has opened a new chapter in training developers and impacting the pool of talent needed to join the digital market. The goal of PLP is to empower 1,000,000 African Youths with tech-skills through training in software development. We hope to equip young people with market ready tech skills capable of unlocking the potential of African youths to be more adaptable to creating innovative solutions. It is upon this premise that the Power Learn Project birthed a flagship program dubbed One Million Devs Program for Africa (# 1 million devs 4 Africa). The One Million Devs Program is a tech-based scholarship program dedicated to empowering 1,000,000 African Youths with tech-skills through training in software development.

We have employed the four key strategies that are recognized in the social enterprises and Tech-space to generate impact and catalyze change on a massive scale across Africa. By employing these strategies: Access to finance, Access to markets, Favorable policy, hiring and talent, we have managed to grow our regional presence to at least 6 African countries in a period of one year. A total of about 700 learners graduated from the first cohort and over 4,000 learners from the second cohort signaling the immense potential in the developer Space. PLP hopes to enroll over 30,000 learners annually across the African region.

I am grateful to the governing board for the unparalleled support and guidance towards achieving our mission. Equally, I acknowledge the immense support from our partners. Further, we appreciate our current learners and Alumni across Africa, for daring to dream, for choosing PLP as the vehicle of choice and for taking advantage of the enormous potential in the digital economy. We want to promise our current & future learners that we will endeavor to meet their needs through the One Million Devs Program and our growing tech-ecosystem. Lastly, I would like to thank the team in PLP including our consultants for their dedication towards service delivery and for being part of our transformative Journey.

Mumbi Ndung'u
Chief Growth & Operations Officer

"We must therefore take bold steps and fight for the pride of place in the world, as a global growth pole. We must develop our narrative and challenge conventional thinking and paradigms. We must re-kindle the passion of our founders and our people in Pan Africanism, through unity, self-reliance, integration, and solidarity".

Dr. Nkosazana Dlamini-Zuma, South Africa

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MUMBI NDUNG'U
CHIEF GROWTH & OPERATIONS OFFICER

WHO WE ARE

Our Vision

Leader in advancement of tech talent in Africa.

Our Mission

Power Learn Project is a Social Impact Organisation dedicated to equipping African youths with market-ready tech skills by engaging them through comprehensive talent development, placement, advocacy, and mobility in gainful livehoods.

Our Core Mandate

Power Learn Project believes in the empowerment of African youths through capacity development, mentoring and networking. Our Core Objectives are:

- To train and build capacity to over 1,000,000 African Youths in software development through the provision of quality and decentralized Tech training.

- To design tech-training programs offering 16 weeks self-paced online elementary training in programming languages ranging from python to introduction to blockchain.

- To create an ecosystem that will bring private sector enterprises together to provide opportunities for job placement to the trained youth and provide them with practical and hands-on working experience.

Power Learn Project Team at headquaters in Nairobi, Kenya

OUR VALUES

Philanthropy

P We believe in creating social and economic impact in Africa through tech-training programs. We have embraced the principle of Pan-Africanism in creating the change that we want to see in Africa.

Leadership

L We believe in strategic leadership. PLP shall strive to provide leadership and strategic direction for the national operations as well as the regional team in Africa.

Integrity

I We believe in truth and honesty. PLP strongly adheres to the highest moral and ethical standards in the discharge of its mandate, including transparency and accountability in all aspects of our work.

Accessibility

A We believe in giving the African youth access to coding languages and software development.

Partnership

P We care about our learners, service delivery and building a tech-community. PLP believes in collaboration and working together while ensuring everyone in our team is treated with dignity and professionalism.

Education

E We believe in providing tech-knowledge to the African youth with a key emphasis on learning by doing.

#PLPAfrica

KEY PERFORMANCE METRICS AT A GLANCE

Regional Presence

Scaled to African Countries in 2022 **5**
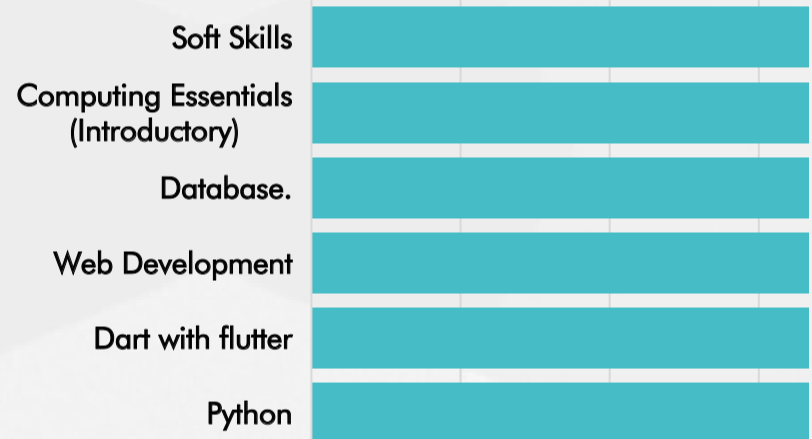
Kenya
Zambia
Nigeria
Tanzania
South Africa

Nigeria
Kenya
Uganda
Tanzania
South Africa

No. of software development courses curated and integrated into 16 weeks learning modules.

CURATED **4** CODING LANGUAGES

Training Programme Adoption

Soft Skills
Computing Essentials (Introductory)
Database.
Web Development
Dart with flutter
Python

No. of Primary Target Learners in One Million Devs Program

University and working class learners were most successful target learners. This constituted to about 66.9% and 20.1% respectively. Of all the graduants from Power Learn Projects, the post - secondary school learners were more prone to drop out compared to the other learner profiles thus resulting to only 13% of them graduating.

Target Learners

College & University — 60%
Post-High School — 22%
Working Class and Others — 18%
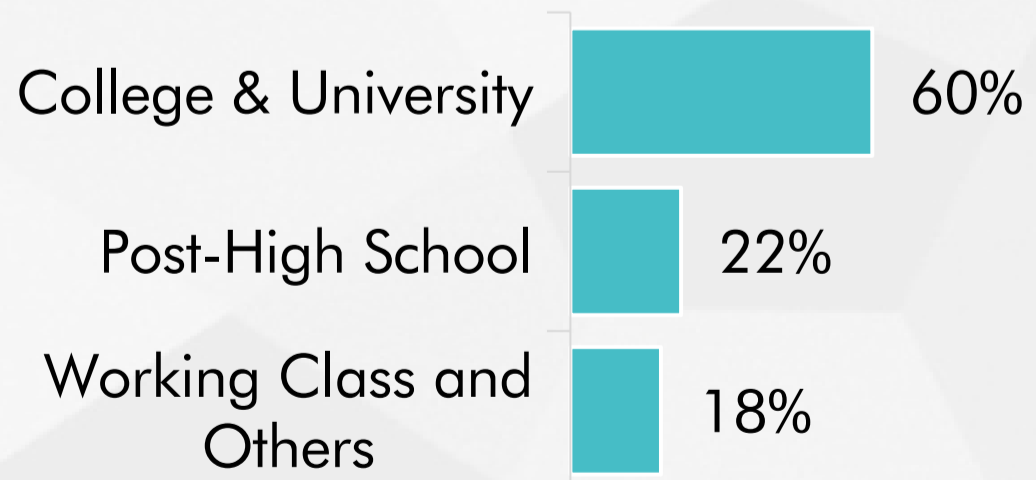
Over **5,000** **Colleges & University** Beneficiaries

KEY PERFORMANCE METRICS AT A GLANCE

No. of male to female learners.

1,513
Female beneficiaries

3,532
Male beneficiaries

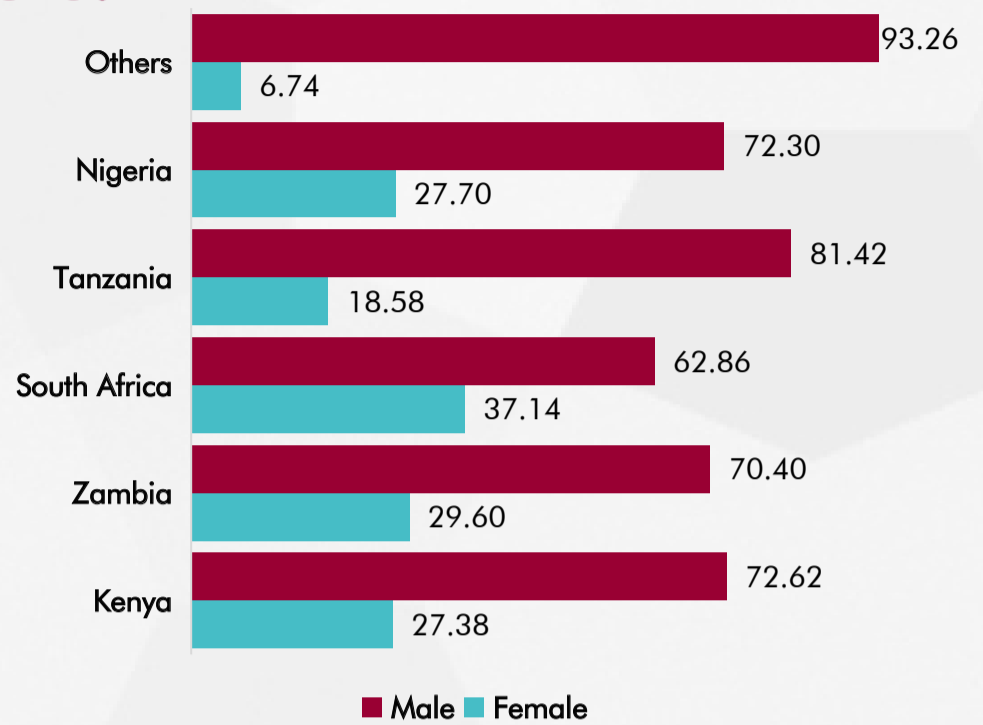### Regional Gender Distribution

Country	Male	Female
Others	93.26	6.74
Nigeria	72.30	27.70
Tanzania	81.42	18.58
South Africa	62.86	37.14
Zambia	70.40	29.60
Kenya	72.62	27.38

■ Male ■ Female

No. of beneficiaries to successfully graduate Regionally.

Over 5,000 Learners Graduate across Africa

No.of Learners to Graduate Per Country

Country	Value
K...	29.78
T...	23.49
N...	14.56
S...	14.09
Z...	11.82
O...	6.26
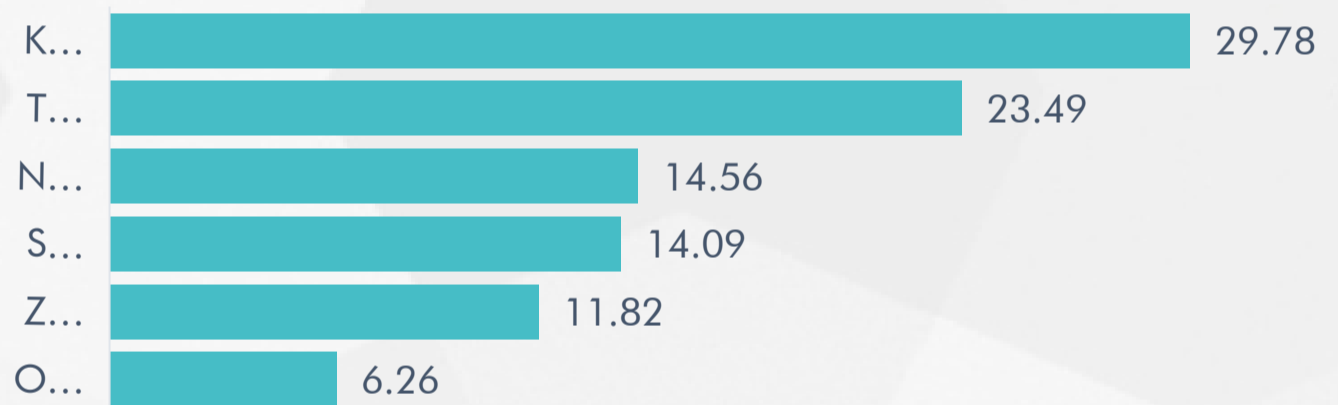
Over 1,800 Learners graduate from Kenya

Over 900 Learners graduate from Tanzania

At least 500 Learners graduate from South Africa

At least 500 Learners graduate from Nigeria

At least 400 Learners graduate from Zambia

KEY PERFORMANCE METRICS AT A GLANCE

No. of Projects submitted by Learners.

8 DECENT WORK AND ECONOMIC GROWTH

1330 Projects completed in Ecommerce & 330 Projects Completed in Management Sector
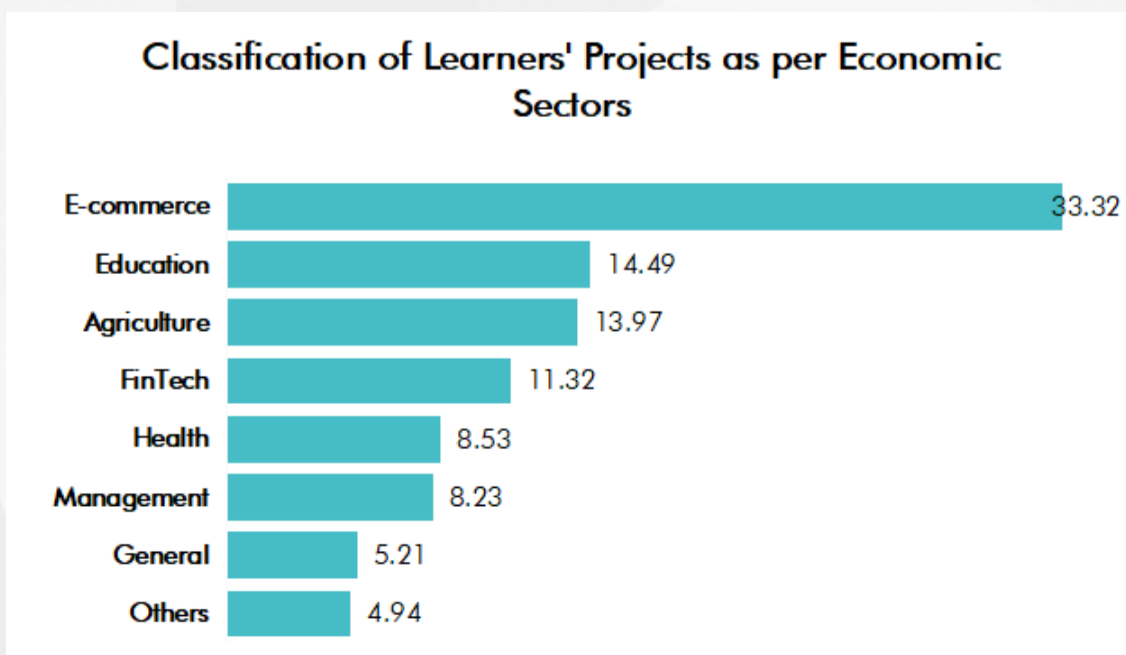
Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

17 PARTNERSHIPS FOR THE GOALS

Goal 17: Partnerships for the Goals

209 General Projects and 198 Projects in Other Sectors

2 ZERO HUNGER

580 Projects Completed in Agricultural Sector

Goal 2. End hunger, achieve food security and improved nutrition and promote sustainable agriculture.

Relationship between Learners' projects & SDGs

Over 4000 Learners' Projects.

469 Projects in Industrial and innovation sector

Goal 9. Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

601 Projects Completed in Education Sector

Goal 4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

4 QUALITY EDUCATION

352 Projects Completed in the Health Sector

Goal 3. Ensure healthy lives and promote well-being for all at all ages E-commerce 1336

3 GOOD HEALTH AND WELL-BEING

No. of completed Learners' Projects as per Economic Sectors

Classification of Learners' Projects as per Economic Sectors

| Sector	Value
E-commerce	33.32
Education	14.49
Agriculture	13.97
FinTech	11.32
Health	8.53
Management	8.23
General	5.21
Others	4.94

Over 1,300 Projects in E-commerce sector completed by our learners.

KEY PERFORMANCE METRICS AT A GLANCE

No. of graduates to Secure Internships

No.of Learners' to Graduate per Country

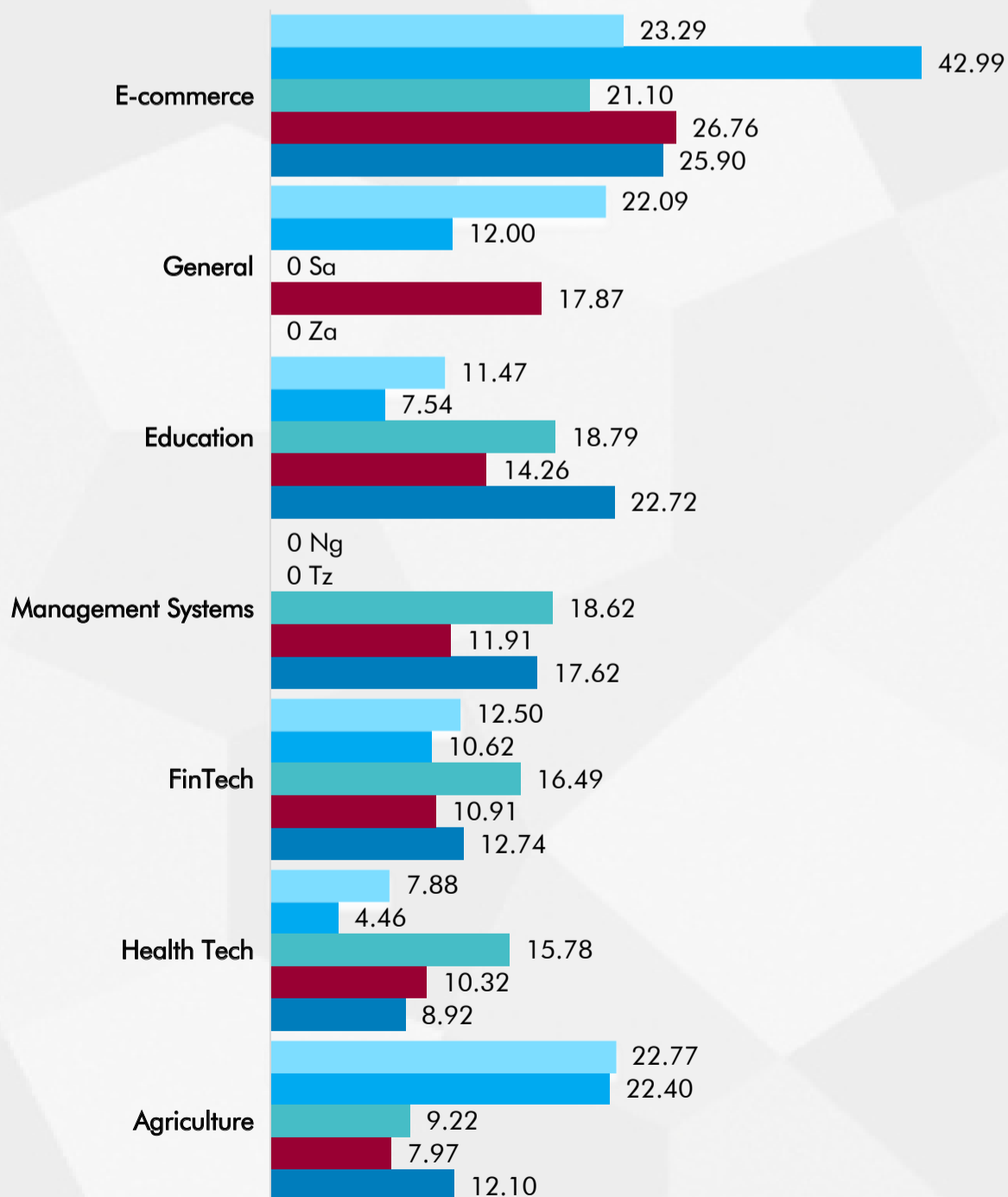| Country	Value
Kenya	29.78
Tanzania	23.49
Nigeria	14.56
South-Africa	14.09
Zambia	11.82
Others	6.26
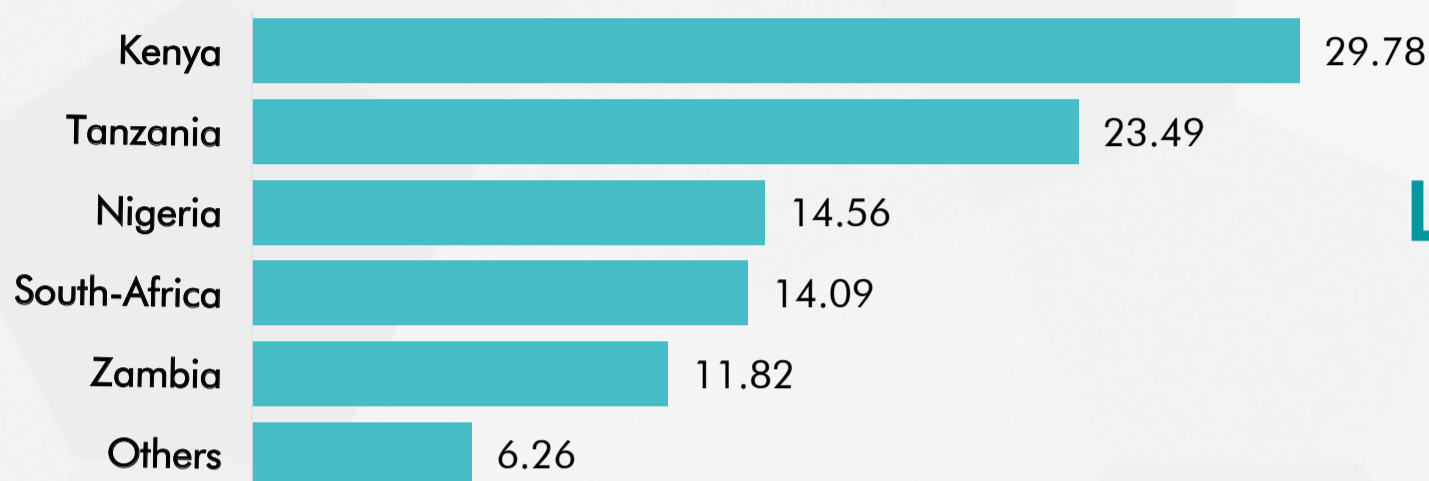
Over 700 Learners Secure Internships across Africa.

No. of completed Learners' Projects per Region
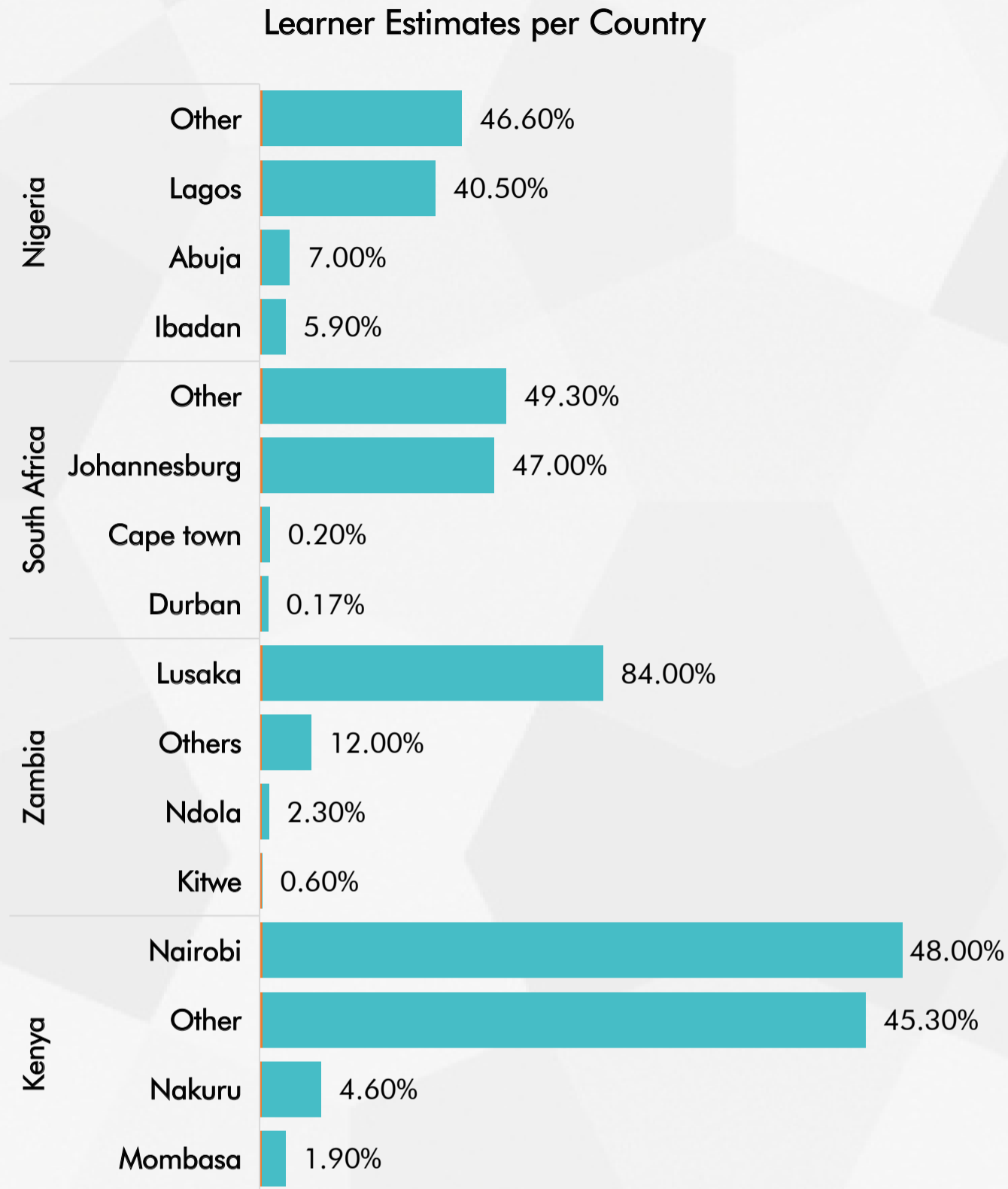
Sectoral Classification of Learners' Projects per Region

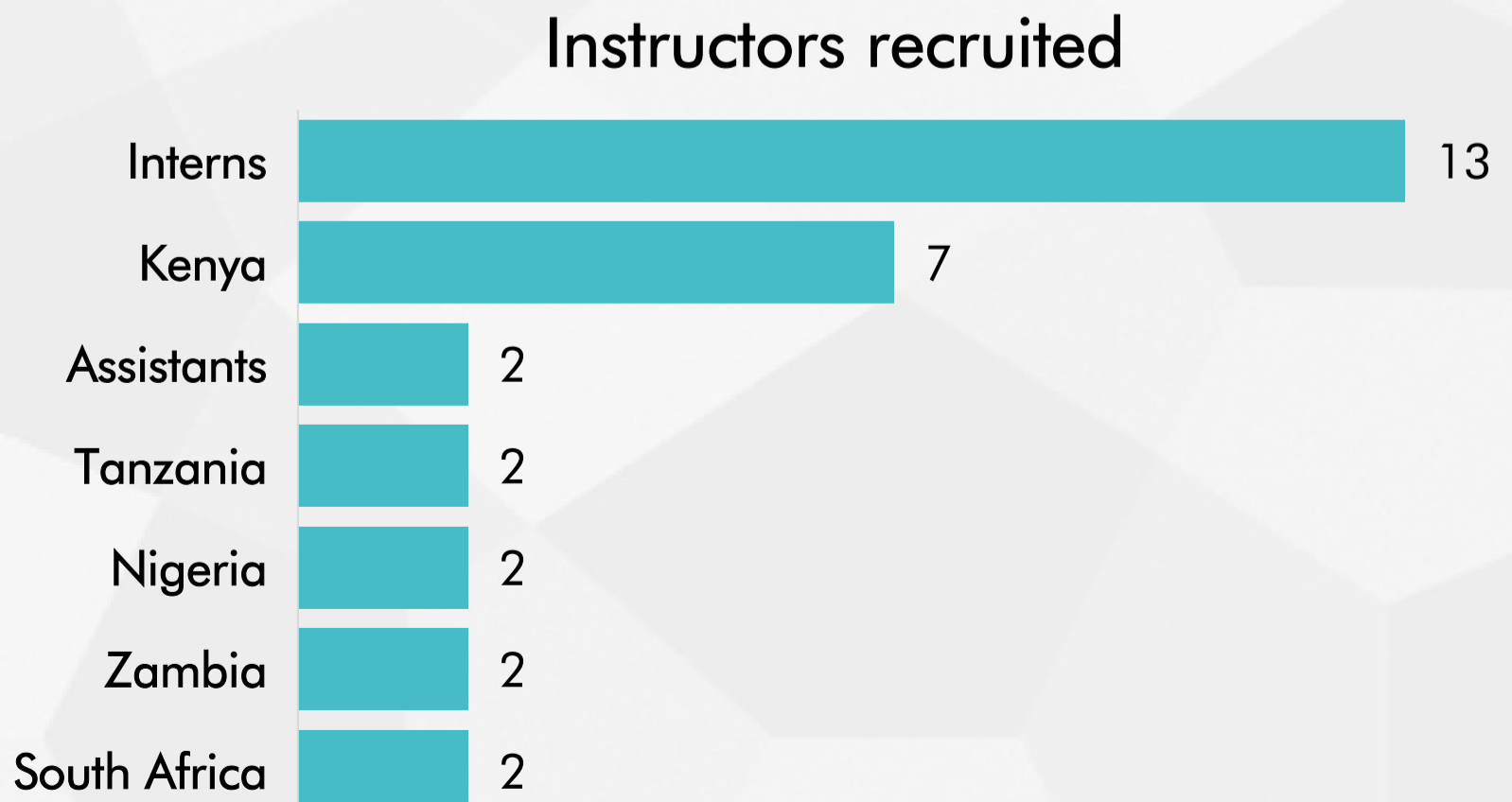■ Nigeria % ■ Tanzania % ■ South Africa % ■ Kenya % ■ Zambia %

Sector	Nigeria %	Tanzania %	South Africa %	Kenya %	Zambia %
E-commerce	23.29	42.99	21.10	26.76	25.90
General	22.09	12.00	0 Sa	17.87	0 Za
Education	11.47	7.54	18.79	14.26	22.72
Management Systems	0 Ng	0 Tz	18.62	11.91	17.62
FinTech	12.50	10.62	16.49	10.91	12.74
Health Tech	7.88	4.46	15.78	10.32	8.92
Agriculture	22.77	22.40	9.22	7.97	12.10

26 Projects regionally have received funding and are at the incubation stage

KEY PERFORMANCE METRICS AT A GLANCE

No. of Learner enrollment in major cities in Africa

Learner Estimates per Country

Nigeria
- Other — 46.60%
- Lagos — 40.50%
- Abuja — 7.00%
- Ibadan — 5.90%

South Africa
- Other — 49.30%
- Johannesburg — 47.00%
- Cape town — 0.20%
- Durban — 0.17%

Zambia
- Lusaka — 84.00%
- Others — 12.00%
- Ndola — 2.30%
- Kitwe — 0.60%

Kenya
- Nairobi — 48.00%
- Other — 45.30%
- Nakuru — 4.60%
- Mombasa — 1.90%

No. of instructors recruited and trained

Instructors recruited

- Interns — 13
- Kenya — 7
- Assistants — 2
- Tanzania — 2
- Nigeria — 2
- Zambia — 2
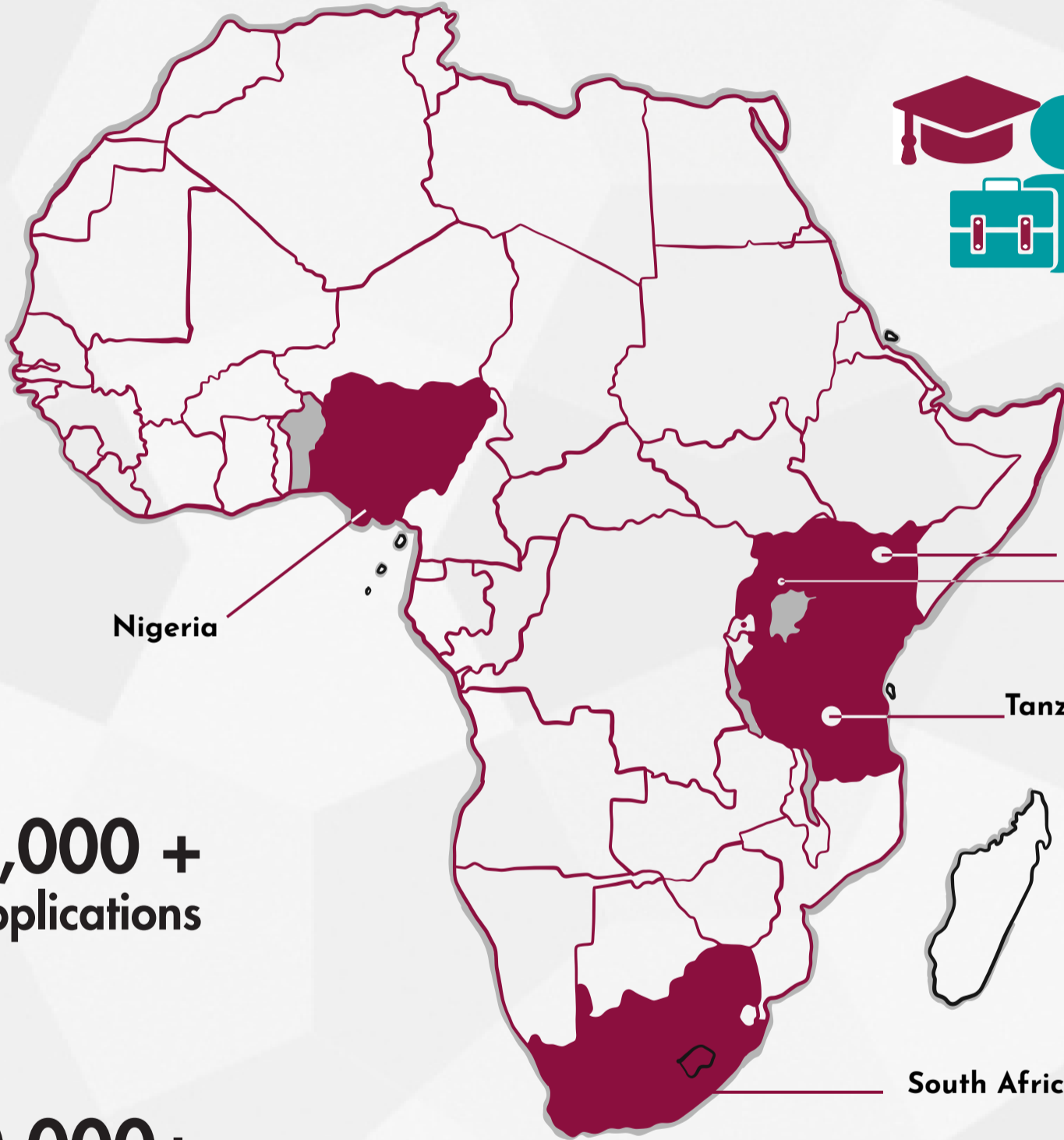- South Africa — 2

QUICK STATISTICS
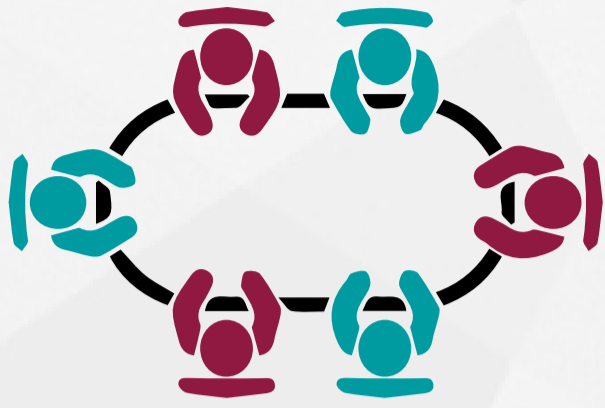
40+
Growth Partners

Over **5,000** Learners so far

Over **60**
Members of Staff Regionally

63%
in jobs, internships, upskilling & startup founders after graduation

9,000 +
Enrollments

12,000 +
total applications

50,000+
Vibrant Community

Nigeria

Kenya
Uganda

Tanzania

South Africa

An estimated combined income of
> $8 billion
annual income by 2028 for the beneficiaries

>300
Direct or indirect opportunities for work At Power Learn Project
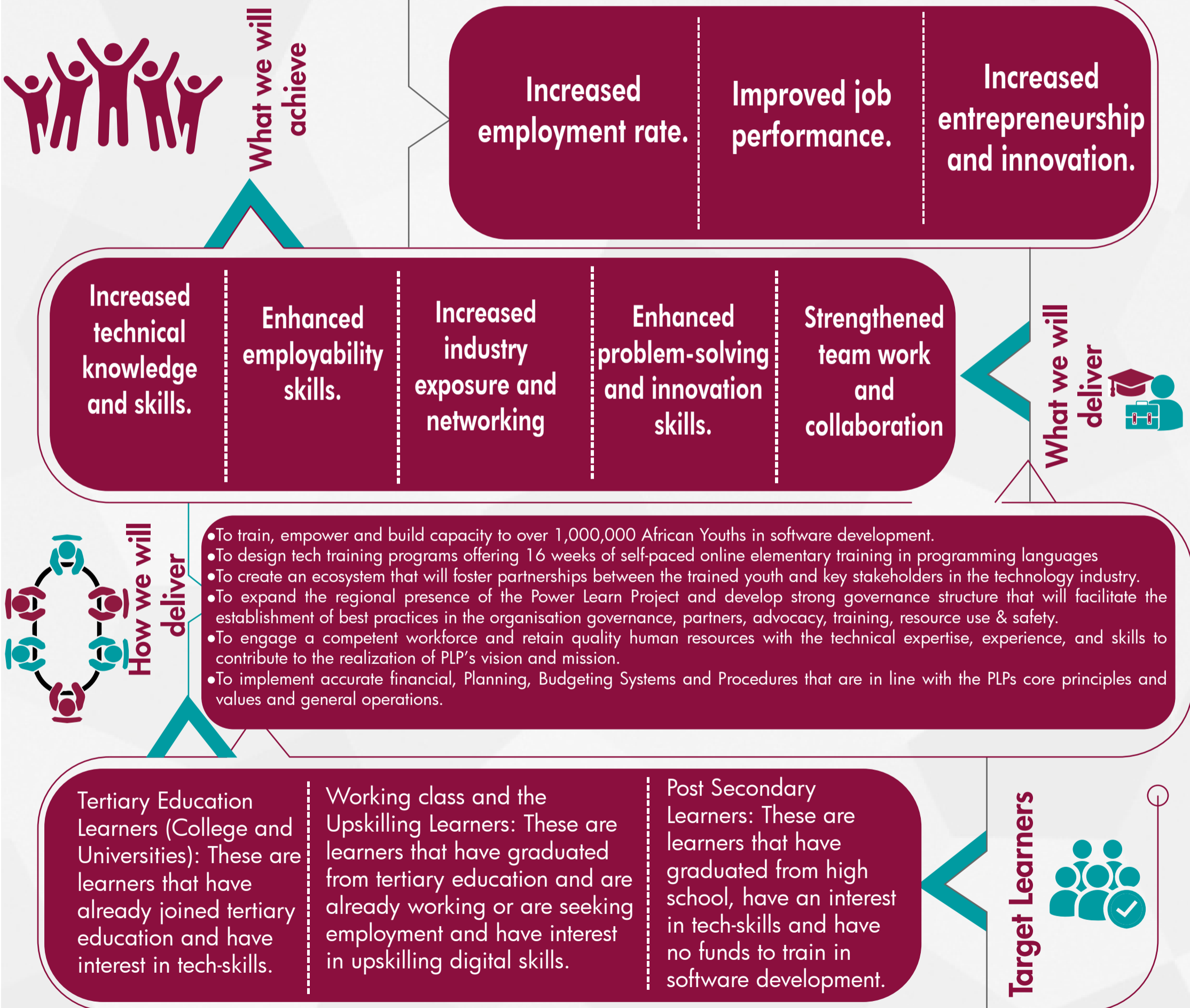
Third World is a state of the mind and until we change our attitude as Africans, if there is a fourth, fifth and even sixth world, we will be in it. The youth are the true barometers of the political and economic climate of any country. Therefore, take your pride of place; you are not leaders of tomorrow, start serving today."
PLO Lumumba

OUR THEORY OF CHANGE

GOAL

Power Learn Project will empower 1,000,000 African youths through tech training, mentoring, talent development and networking.

What we will achieve

- Increased employment rate.
- Improved job performance.
- Increased entrepreneurship and innovation.

What we will deliver

- Increased technical knowledge and skills.
- Enhanced employability skills.
- Increased industry exposure and networking
- Enhanced problem-solving and innovation skills.
- Strengthened team work and collaboration

How we will deliver

- To train, empower and build capacity to over 1,000,000 African Youths in software development.
- To design tech training programs offering 16 weeks of self-paced online elementary training in programming languages
- To create an ecosystem that will foster partnerships between the trained youth and key stakeholders in the technology industry.
- To expand the regional presence of the Power Learn Project and develop strong governance structure that will facilitate the establishment of best practices in the organisation governance, partners, advocacy, training, resource use & safety.
- To engage a competent workforce and retain quality human resources with the technical expertise, experience, and skills to contribute to the realization of PLP's vision and mission.
- To implement accurate financial, Planning, Budgeting Systems and Procedures that are in line with the PLPs core principles and values and general operations.

Target Learners

Tertiary Education Learners (College and Universities): These are learners that have already joined tertiary education and have interest in tech-skills.

Working class and the Upskilling Learners: These are learners that have graduated from tertiary education and are already working or are seeking employment and have interest in upskilling digital skills.

Post Secondary Learners: These are learners that have graduated from high school, have an interest in tech-skills and have no funds to train in software development.

"Despite many obstacles facing young people, they are always hopeful and optimistic that they will be able to enter the job market and make significant contributions to their society; and they are placing increasing importance in creating their own opportunities and becoming entrepreneurs, including in growing areas, such as green technologies."

President Sahle-Work Zewde, Ethiopia

ONE MILLION DEVS PROGRAM OVERVIEW

Africa has the youngest population in the world, with 70% of sub-Saharan Africa under the age of 30. Such a high number of young people is an opportunity for the continent's growth – but only if these new generations are fully empowered to realize their best potential. It is especially important that young people are included in decision making and given appropriate opportunities for work and to innovate. Statistics show that 60% of the youth are either unemployed or underemployed. It is estimated that 230 million jobs across the continent will require some level of digital skills by 2030. Therefore, ensuring that Africa's young people secure employment or can create their own livelihoods is one of the most significant tasks facing African policymakers. There is a significant skills gap, hindering economic growth and innovation across Africa and COVID-19 pandemic has accelerated the pace of digital transformation, leading to an irreversible shift from traditional ways of doing things. The demand for digital skills has drastically increased, leaving individuals and businesses without adequate training struggling to keep up with the pace of change.

The E-Conomy Africa 2020 report-by (International Finance Corporation, IFC and Google) -projects an African Internet economy that could reach $180 billion by 2025, accounting for 5.2% of the continent's GDP. By 2050, the potential contribution could reach $712 billion, or 8.5% of the continent's GDP. Fueling this growth is a growing tech talent pool as well as a vibrant startup ecosystem, the continent's young and fast-growing population, which has come of age in the digital era. Young people will need to be prepared with the digital knowledge and skills sought by employers in order to succeed as entrepreneurs, developers or as employees. African youth will increasingly require digital skills or 21st-century skills that build on solid foundation to navigate an increasingly interconnected and rapidly changing world. As African economies change, young people will need a mixture of digital knowledge and skills that respond to the trends that are altering the nature of work. Digital skills, work readiness skills as well as entrepreneurship skills have been cited as insufficiently developed among job entrants and business innovators and developers.

Therefore, there is clear demand in digital skills, however, limited access to training, re-skilling or upskilling due to high cost of training. This further denies African youths access to digital skills, entrepreneurship, and work readiness skills as they are unaffordable to many young people. It costs over $10,000 to train a software developer, with these figures rising to $25,000 for a certified software engineer.

This situation does not cater to the growing demand for digital skills among young people in Africa and in some cases leads to importation of labor to fill these gaps. It is upon this premise that the Power Learn Project birthed a flagship program dubbed One Million Devs Program for Africa (# 1 Million devs 4 Africa). The One Million devs Program is a tech-based scholarship program dedicated to empowering 1,000,000 African Youths with tech-skills through training in software development. Power Learn Project provides quality tech-based training that is affordable, accessible, and capable of unlocking the potential of African youths to be more adaptable to creating innovative solutions.

Power Learn Project is committed to addressing the huge gap in digital skills which has condensed the economic opportunities that are available to the youths. By expanding access into digital space, we will be able to address the employment barriers facing the youths thereby giving them a better quality of life, increased financial security and an opportunity to find meaningful employment. The digital skills will ensure that young Africans are well-equipped to take advantage of new opportunities in an increasingly digital, automated, and connected world. The digital skills can be interpreted as central to achieving the African Union's Agenda 2063 and the 2030 Sustainable Development Goals.

COMESA and the European Union under the 11th European Development Fund, signed a Contribution Agreement worth 8 Million Euros in 2020 to implement the Enhancement of Governance and Enabling Environment in the Information Communication and Technology (EGEE-ICT) sector program running from January 2021 to 2024.The programme targets 29 African countries under COMESA, IGAD, EAC, SADC and IOC regions with the objective of creating an enabling ICT environment to promote linkages that foster regional integration. In Kenya for instance, the Ministry of Information, Communications, and the Digital Economy has committed to digitalizing all government services, laying 100,000km of fiber optic cable across the country under the Digital Superhighway, installing 25,000 public Wi-Fi hotspots, establishing 1,450 digital village smart hubs and studios and enhance cyber security management, in the next five years.

THE EXPECTED OUT COME OF 16 WEEKS TECH-TRAINING PROGRAMME

DIGITAL SKILLS COURSES

Python Programming

Dart Programming with Flutter

An introduction to block chain technologies

Web technologies (PHP, HTML, JAVA Script)

Databases (SQL Programming)

CREATE MOBILE AND TABLET RESPONSIVE WEBPAGES.

CREATE BASIC WEB APPLICATIONS.

APPLY AGILE DEVELOPMENT PROTOCOLS.

CONTRIBUTE TO THE ENTIRE SOFTWARE DEVELOPMENT LIFECYCLE.

WORK-REDINESS SKILLS (INTERPERSONAL SKILLS)

ENTREPRENUERSHIP SKILLS

"I am not African because I was born in Africa but because Africa was born in me. The forces that unite us are intrinsic and greater than the superimposed influences that keep us apart. Action without thought is empty. Thought without action is blind."

Kwame Nkrumah,
Former President of Ghana

HOW IT WORKS:
OVERVIEW OF THE 16 WEEKS
TECH - TRAINING PROGRAMME

Our Tech-Training Programme is broken into three steps:

Technical Training: Applicants go through a selection process and a computer literacy test. Following the selection process, learners undergo a virtual orientation session. Learners are then on boarded onto Learner Management System(LMS) and online learning commences. Our Programmes give learners hands-on coding experience with python programming, dart programming with flutter, an introduction to block chain technologies, web technologies (PHP, HTML, JAVA Script) and Databases (SQL Programming). Learners also receive soft skills training that prepare them for team building; study skills; career planning; resume writing; interview skills; employment search strategies & workplace conduct.

Peer Programming and Mentoring: PLP has created an ecosystem that will foster partnerships between the learners and key stakeholders thus providing mentorship.

and networking opportunities for beneficiaries. Our learners are expected to participate in at least three hackathons' competitions. The hackathons present an opportunity to mentor learners through practical skills, collaborative skills and pitching skills. We also get guest Speakers who are recruiters and industry professionals to share information about the tech industry, job search techniques, resume building, transferable skills & social media.

Project Based Learning: Our learning focuses in helping learners build practical and industrial experiences. Learners have to develop and finish their project as the proof of work needed to graduate. Learners create Projects aimed at addressing real life challenges in Africa. During this process they receive One-on-One Coaching & guidance to develop personal projects to motivate and drive change in the Learner's professional and personal lives

Orientation & Introductory Learning
Week 1 to Week 4

Orientation and foundational learning across all modules, setting the stage for a comprehensive and immersive learning experience.

Module Specialization and Peer Support Allocation.
Week 5 to Week 8

Module specialisation and peer support allocation, enabling the learners to focus on the modules that align with their interests and strengths while receiving support from their peers.

Final Project Ideation and Development
Week 9 to Week 12

Give learners the opportunity to apply their skills and knowledge to a real-world problem and develop a solution that can make a positive impact.

Final Project Submission, Mentorship & Graduation
Week 13 to Week 16

Enabling learners to showcase their skills and receive valuable mentorship and support as they prepare to enter the workforce or launch their own ventures.

"Education is the most powerful weapon which you can use to change the world."

Nelson Mandela
Former President
of South Africa

TARGET LEARNERS: OVERVIEW OF THE 16 WEEKS TECH-TRAINING PROGRAMME

The One Million Devs Program offers the target learners the following:

- Individualized training with a focus on the technical skills required by recruiters today.
- Hands-on coding experience during instruction.
- Opportunities to network with recruiters and industry professionals.
- Codefest Workshops taught by industry professionals.
- Guidance in developing personal side-projects (Proof of Work) and building a programming portfolio.

The PLP target learner is an African youth over 18 years old keen on starting a career in software development or upskilling in the respective programming languages and or African youth facing barriers to digital education and/or employment. The primary target learners are classified as the universities, technical colleges/polytechnic learners with a background in technical courses. This can be interpreted as learners who are actively pursuing technical courses or those with interest and passion to pursuing a career in the technical field.

Our target learners are divided into three categories.

- Tertiary Education Learners (College and Universities): These are learners that have already joined tertiary education and have interest in tech-skills.

- Working class and the Upskilling Learners: These are learners that have graduated from tertiary education and are already working or are seeking employment and have interest in upskilling digital skills.

- Post Secondary Learners: These are learners that have graduated from high school, have an interest in tech-skills and have no funds to train in software development.

Target Learners

College & University — 60%
Post-High School — 22%
Working Class and Others — 18%
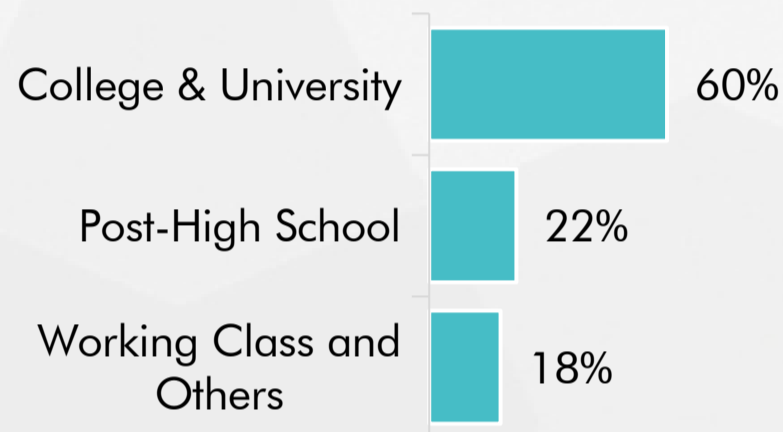
From Power Learn Project Cohort 1, tertiary education and working-class learners were most successful. These consisted of about 600 college and university learners ,220 post-secondary learners and 180 working class learners. The retention rate of college and university learners as well as working class learners constituted about 66.9% and 20.1% respectively. Of all the graduates from Power Learn Cohort 1, the Post high school learners were more prone to drop out compared to the other learner profiles thus resulting to only 13% of them graduating.

Head of Knowledge Robert Sauni at the inaugural Graduation ceremony.

PROJECT-BASED LEARNING: OVERVIEW OF THE 16 WEEKS TECH-TRAINING PROGRAMME

Project-based learning is an integral part of our technical training programme. Therefore, learners have to develop and finish their project as the proof of work needed to graduate. We received 700 projects from the 700 learners who graduated from the first cohort. From the submitted projects 400 Projects were viable projects and had a very strong economic potential. However, only 20 projects got to be showcased during the graduation ceremony and received potential funding by external organizations.

Learners Projects

Total Projects	700
Viable Projects	400
Academic Projects	300
Projects Pitched	40
Selected for Pitching	20
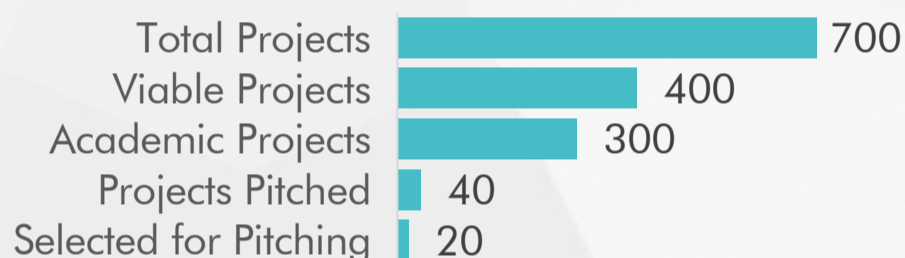
Currently, we have received over 4,000 viable learners' Projects. They have been classified into different economic sectors based on the learner's specialization and area of interest. These Projects are further classified into different countries.

Sectoral Classification	Number of Projects
E-commerce	1336
Education	581
Agriculture	560
FinTech	454
Health	342
Management	330
General	209
Others	198
Total	4,010.00

Sectoral Classification of Learners' Projects in Tanzania

E-commerce	42.99
Education	22.40
Management Systems	12.00
FinTech	10.62
Agriculture	7.54
Health tech	4.46
General	0.00
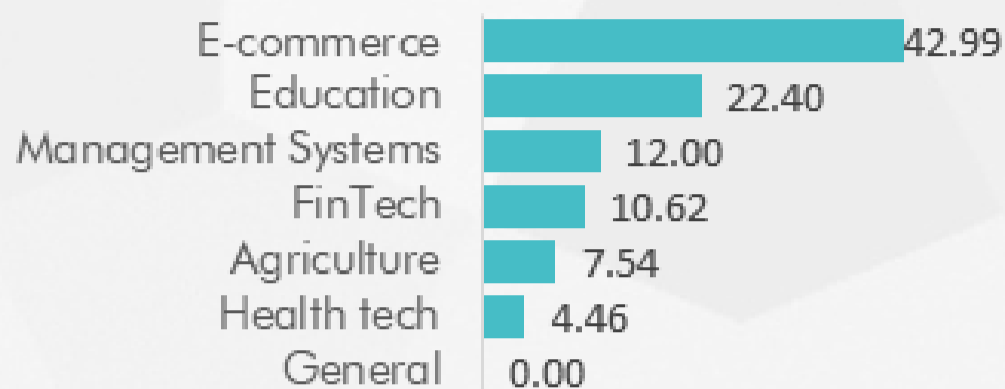
Sectoral Classification of Learners' Projects in Nigeria

E-commerce	23.29
Education	22.77
Management Systems	22.09
FinTech	12.50
Agriculture	11.47
Health tech	7.88
General	0.00
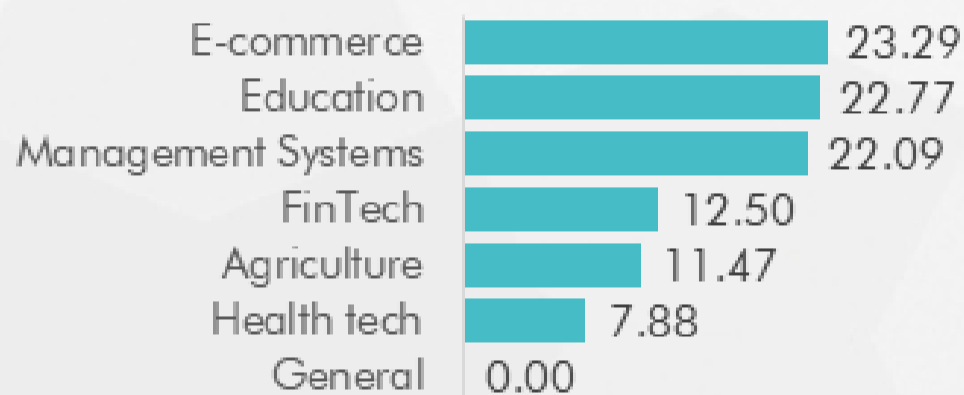
Sectoral Classification of Learners' Projects in Zambia

E-commerce	25.90
Education	22.72
Management Systems	17.62
FinTech	12.74
Agriculture	12.10
Health tech	8.92
General	0.00

Sectoral Classification of Learners' Projects in South Africa

E-commerce	21.10
Education	18.79
Management Systems	18.62
FinTech	16.49
Agriculture	15.78
Health tech	9.22
General	0.00

Sectoral Classification of Learners' Projects in Kenya

|	
E-commerce	26.76
Education	17.87
Management Systems	14.26
FinTech	11.91
Agriculture	10.91
Health tech	10.32
General	7.97
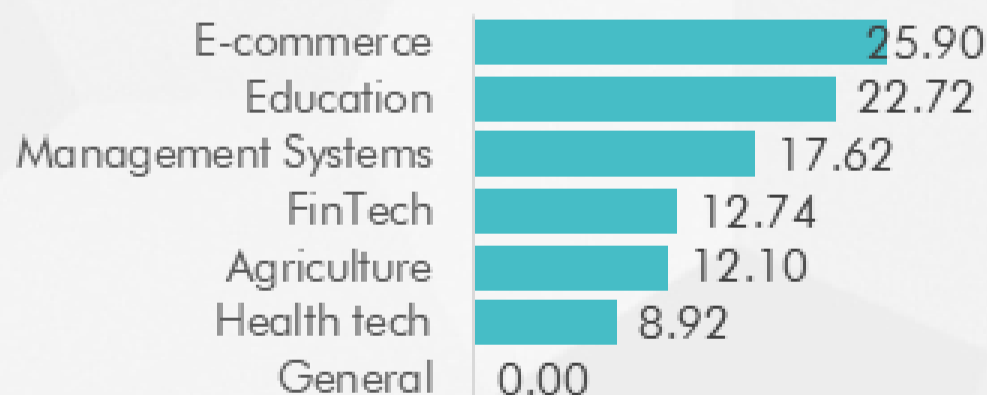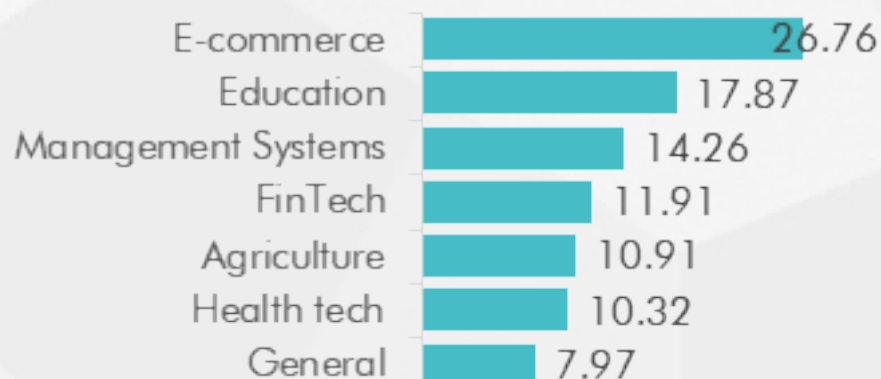
# LEARNER SUCCESS & CHALLENGES OVERVIEW OF THE 16 WEEKS TECH-TRAINING PROGRAMME

The Cohort 1 alumni group was very successful because 322 of the beneficiaries have managed to secure internships,133 beneficiaries are still students and continuing with their studies, at least 42 are in the gig economy working on freelance basis,140 out of 180 working class beneficiaries have managed to remain at their jobs and only 63 beneficiaries are unemployed.

Alumni Distribution

Category	Value
Interships	322
Working	140
Students	133
Not Employed	63
Freelance	42
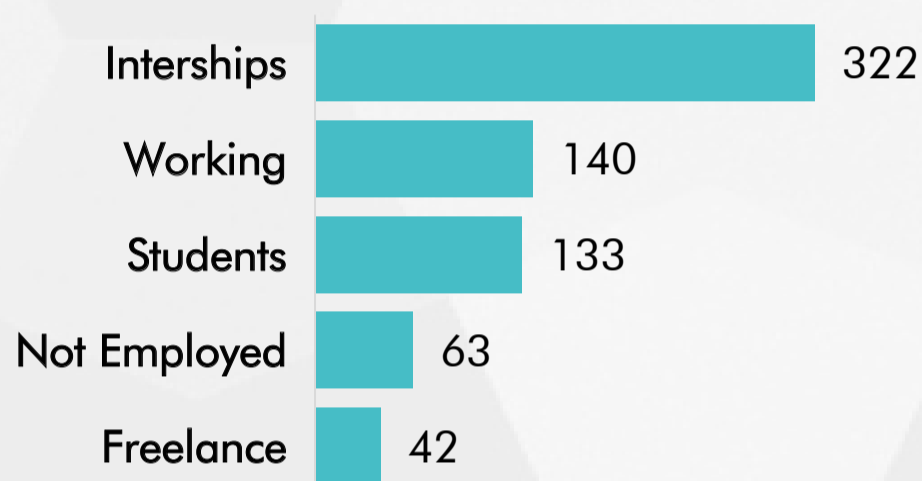
With the growth of the regional learners the learner success has continued to grow. Out of the 4,000 learners, 182 learners from Kenya secured internships,70 from South Africa,63 from Tanzania,59 from Zambia and 15 from Nigeria respectively. The regional Internship summary is described in the chart below.

Internship Summary per Country

Country	Value
Kenya	182
South Africa	70
Tanzania	63
Zambia	59
Nigeria	15
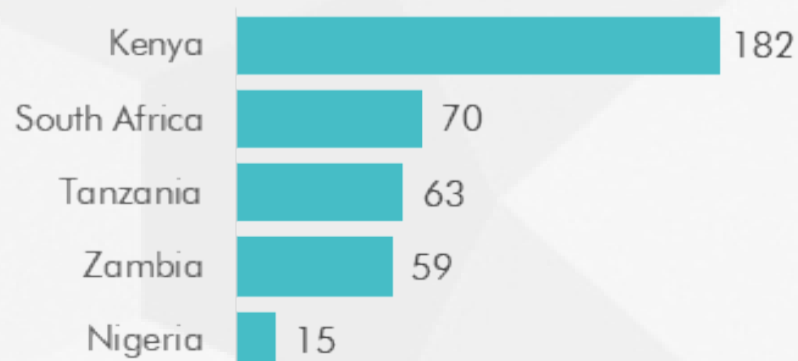
Our target learners have been faced with challenges that can be summarized as follows:

Time Management. Since our primary learners are tertiary education learners followed by Working class and the upskilling learners, we realized study time was of great challenge as it collided with their classes or work schedule. To resolve this problem, we have converted the courses to be self-directed and learners can contact the trainers in areas they face challenges. These group of learners recorded the highest retention as they already had access to a laptop/PC with read access internet.

Computing devices and Internet Connectivity. This challenge was mostly prevalent amongst the Post secondary learners and therefore prone to high dropout rates. We resolved this challenge by changing our admissions criteria to include learners with basic computer literacy and have access to laptop or PC with ready access to the internet. The sammary of learners challenges is as analyzed below.

Learner Challenges

Challenge	Percentage
Lack of time	37.20%
Lack of Internet…	30.20%
Lack of a Computer	18.60%
Problem with Learning…	9.30%
Lack of Support from…	5.20%
Courses too Advanced…	0.10%
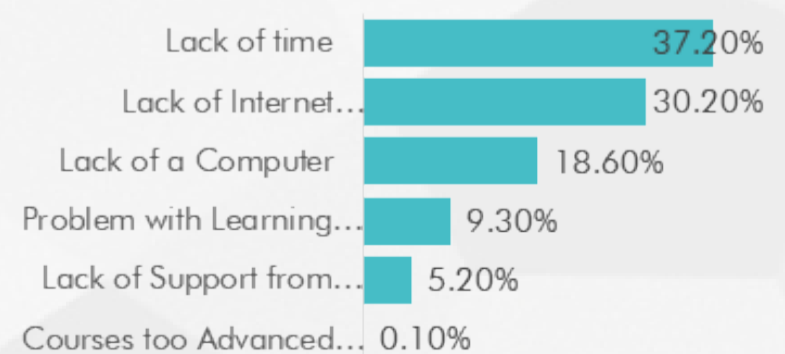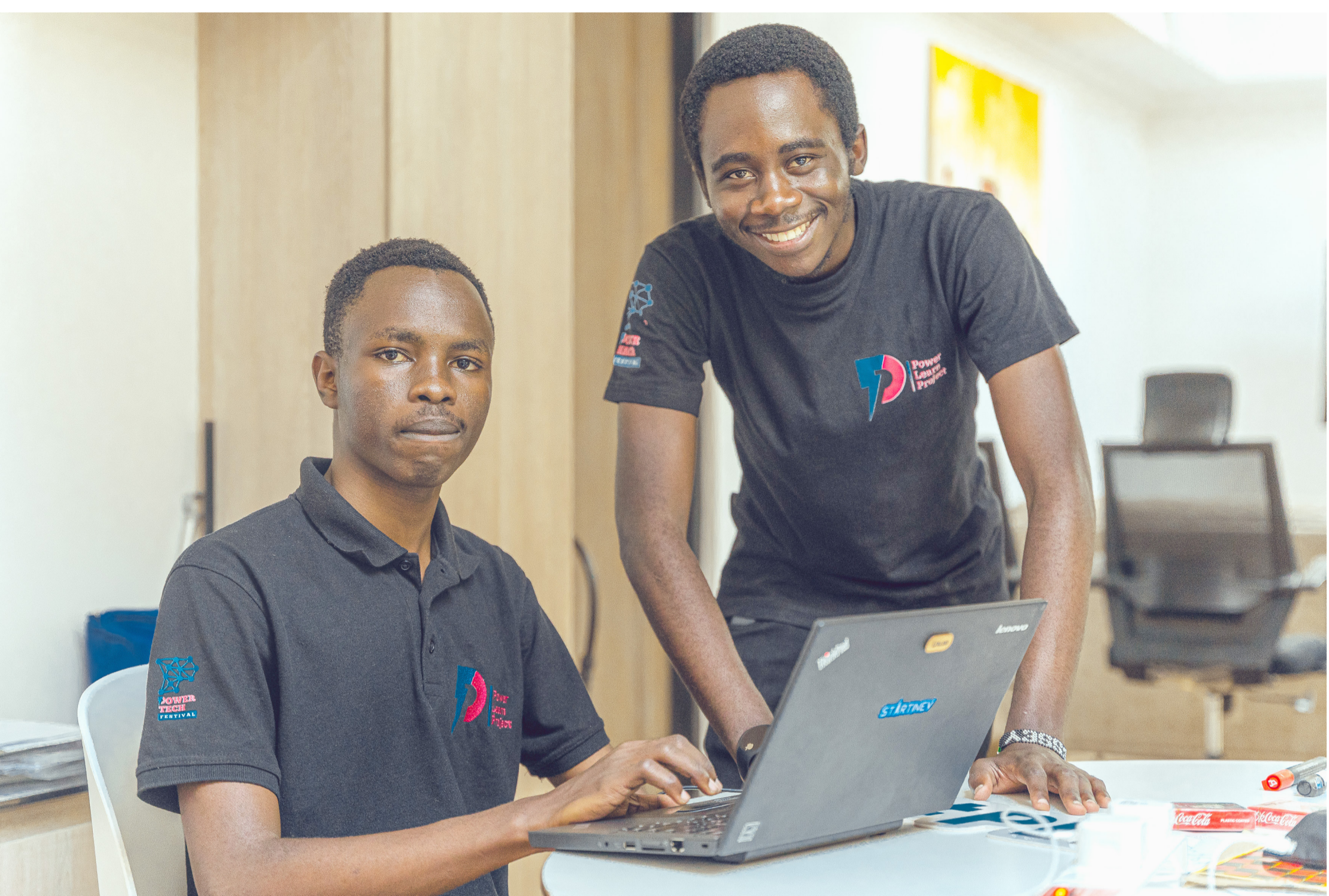
"Don't take a backward step. Don't shy away from taking up space in the world. Don't assume you are too junior or that people are too busy. Reach out and network. I believe that when you find problems, you should also find solutions".

Dr. Ngozi Okonjo-Iweala, Nigeria

BENEFICIARIES STORIES

Keamohetsi Moletsane
From South Africa

The One Million devs Technical Program has been one of the most challenging programs but my instructors made sure that everyone is accommodated with lessons, even after our classes they would have one-on-one sessions to explain further. Trying to learn all the languages was challenging but I'm glad that people managed to specialize on more than one language.

PLP is the best, they still search for opportunities for us such as Hackathons and future internships. I could safely recommend it to my peers. Thank you for making it possible for us to study.

Chisomo Mutale
From Zambia

PLP ignited the spark of possibility in my life and pushed me to dream big. Soon that spark will turn into a flame of success It has. I discovered PLP during a time when life was a bit hard in school because we were unable to meet the minimum threshold to write my exams in college, so I was unable to write. I signed up for PLP and convinced my mum that this is something I could do. That's another reason I've been so active, it gave me hope for my future cause when I missed my exam I was in a dark place.

Ridhiwan Mseya
From Tanzania

I can't thank Power Learn Project enough for providing me a chance to embark into a personal and professional growth journey that has been among the best investments I have made to myself. I have been able to transform from a just a coder to a proper software developer with business acumen in software products.

BENEFICIARIES STORIES

Keamohetsi Moletsane
From South Africa

Before I joined the PLP scholarship program, I faced significant challenges in my life. The most pressing issue was the difficulty in securing a job. Job opportunities were scarce, and this led to financial instability and uncertainty about my future. To address this, I decided to embark on a new business venture. Currently, I'm in the process of drafting a comprehensive business plan and proposal. It's worth noting that I've taken the important step of registering my own company during this period.

Joining the PLP scholarship program has had a profoundly positive impact on the challenges I was facing. One notable outcome is my ability to develop applications, particularly in the fields of education technology, healthcare, and fintech. The knowledge and skills I've gained through the program have empowered me to create innovative solutions and apps that address real-world problems. This newfound capability not only provides me with a sense of purpose but also offers promising opportunities in the job market.

What stands out the most for me in this journey is my newfound ability to generate solutions and business ideas. The PLP scholarship has equipped me with the skills and knowledge required to identify market gaps, conceptualize unique business propositions, and bring these ideas to life. Furthermore, I've learned how to effectively pitch these concepts to potential investors. This ability to innovate, create, and communicate my ideas has been a significant highlight of my experience with the PLP scholarship program.
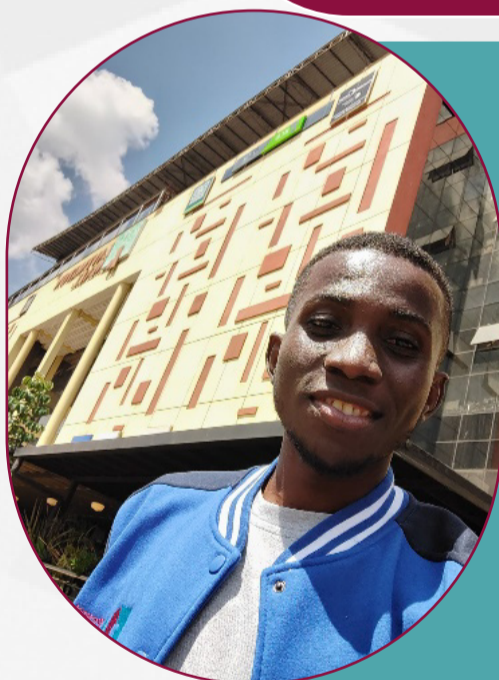
Olaniyan Daniel Olusegun
From Nigeria

Power Learn Project was a turning point for me. It connected me with a dynamic African developer community, led to freelancing gigs, and allowed me to integrate my engineering profession with software development skills. This journey has been transformative and inspiring.

Chizu Praise
From Nigeria

One of the most pivotal moments in my journey with PLP was the "Meet and Greet" event in Nigeria. This gathering of like-minded individuals from different walks of life was a testament to the power of unity and shared aspirations. It was here that I realized I was part of something bigger, something that transcended my personal ambitions. I was part of a global community that believed in the transformative potential of technology.

BENEFICIARIES STORIES

Audrey Otieno Wagah

From Kenya

My name is Audrey Otieno Wagah, and I'm here to share an extraordinary journey that has filled my life with inspiration, resilience, and the unwavering belief in second chances. As a makeup artist with a unique background in mathematics and computer science, my story takes a twist that even I couldn't have predicted. It all began in January 2022, during my third year of studies when I stumbled upon a meme that humorously highlighted a profound truth: if you throw a stone in the bustling city center, you're bound to hit a makeup artist. It was funny, but it ran deep within me, sparking a yearning to become a different kind of makeup artist, one who would leave a distinctive mark on the world. However, my path to transformation was not without its trials. I made mistakes, and at times, I was convinced that I couldn't save myself from the labyrinth of life. My sense of purpose was blurred, and I was left grappling in the shadows of uncertainty.

Then, in April, a glimmer of hope appeared in the form of the Power Learn Project (PLP). I began keeping a close watch on this project, sensing that it might hold the key to my aspirations. But just as I was navigating this pivotal moment in my life, my school portal was abruptly closed, forcing me to take an unplanned break from my academic journey.

It was a dark time for me, but it was also the moment when I realized that second chances could be life-changing. When I saw that PLP was accepting applications for its second cohort, I seized the opportunity with a heart brimming with hope. I believed that every one of us deserves a second chance, and for me, the Power Learn Project was more than that—it was a lifeline. The admission email that arrived in November 2022 marked the beginning of a transformative chapter.

From November 2022 to May 2023, I wholeheartedly dedicated myself to learning software development, with a focus on mobile application development using Dart and Flutter. It was a period of intense learning and growth, a journey that I will be forever grateful for. PLP helped me rediscover my life's purpose, igniting a passion that had long lain dormant within me. During this transformative period, I embarked on a project close to my heart, Niva Africa. This mobile application aimed to empower individuals to seamlessly purchase personalized beauty products and services.

The support and guidance I received from PLP, from conceiving the app's architecture to prototyping and development, were invaluable. What sets PLP apart is not only its commitment to education but also the opportunities it provides. Exposure to tech events and access to amazing startup incubators like Startinive, Anza Village, Ygap, and many others enriched my knowledge and connected me to a world of possibilities.

The Power Learn Project is not just an organization with the noble goal of educating 1 million African youths in software development. It's a family that believes in the potential of individuals like me. It has shown me that dreams are worth pursuing, that second chances can redefine your path, and that, ultimately, your life's story can be an inspiration to others facing similar crossroads. In my story, I hope you find the resilience to chase your dreams, the courage to overcome obstacles, and the unwavering belief in second chances. My name is Audrey Otieno Wagah, and my journey with the Power Learn Project is a testament to the power of transformation and the unwavering human spirit.

BENEFICIARIES STORIES

Julie Wainoi
From Kenya

PLP has impacted me in a positive way. When I joined PLP, I was actually very excited because I needed somewhere I could network and grow as a software engineer and PLP offered more .While at PLP, I got a chance to learn Blockchain of which I'm still learning, also I got free tickets and through that I was able to join web 3.0 communities including ICP (Internet Computer Protocol)where I'm learning on how to build on the blockchain. Thank you PLP.

Okorie Daniel
From Nigeria

Graduating from PLP Academy with the support of a scholarship has propelled me to new heights in software engineering. The investment in my education was the catalyst for a transformative journey. It's a testament that with dedication, hard work, and opportunity, you can scale the peaks of your dreams. PLP Academy was more than financial aid; it was a vote of confidence in my potential, and I'm determined to pay it forward by innovating, creating, and achieving remarkable heights in this ever-evolving field. To my fellow graduates, remember that with the right support, " THERE'S NO LIMIT TO WHAT YOU CAN ACHIEVE

Steve Dambo
From Nigeria

Thank you PLP for supporting me in my next adventure. Thank you for connecting me with my fellow Africans brothers and sisters. Thank you for being here on my journey. Thank You! Thank You!! And Thank You!!!

"I don't really know why I care so much. I just have something inside me that tells me that there is a problem, and I have got to do something about it. I think that is what I would call the God in me."

Wangari Maathai

REGIONAL LAUNCH AND COMMUNITY BUILDING JOURNEY

1
DEC 2021
Creation of the Concept of the Program

How it started

2
APR 2022
PLP Launch

3
JUN 2022
Cohort 1 intake

4
AUG 2022
Launch of PLP Tech ecosystem

7
NOV 2022
PLP launches program in Nigeria

6
OCT 2022
PLP launches program in Zambia

5
SEPT 2022
PLP launches program in SA

8
DEC 2022
PLP launches program in Tanzania

9
DEC 2022
Cohort 1 Graduation

9
MAY 2023
Launch of the Hoops basketball league in Nigeria

The Journey Continues

"We must create economic opportunity, build a culture of entrepreneurship, get people to take responsibility for improving their lives, rather than putting them in a position where they sit back in their poverty and blame others for it."
Paul Kagame, President of Rwanda

REGIONAL LAUNCH AND COMMUNITY BUILDING JOURNEY

Kenya Launch

The One Million Devs Program was launched on 28th April 2022 during Nairobi Innovation Week (NIW) at the University of Nairobi. During the launch, we received over 500 applications for the Tech-training Programme

Community Building Stage

CAS Nadia Ahmed Abdalla, Ministry of ICT, Innovation & Youth Affairs

After a successful learner launch, there was need to connect with members of the Tech ecosystem to share, learn, exchange ideas and connect learners with opportunities. The PLP tech ecosystem leaders cocktail event was held on 14th July 2022 at the Radisson Blu Hotel, Upper Hill. The event attracted over 150 ecosystem talent recruiters and partners in technology Industry.

REGIONAL LAUNCH AND COMMUNITY BUILDING JOURNEY

HRH Zolani Mkiva, Member of Parliament, Republic of South Africa, Panel discussion on youth capacity building 4IR optimization in South Africa, moderation of the event by Lucky Litelu, Founder and CEO, Startup Business Campus, welcoming remarks by Dr. More Chakane, SCI-Bono Discovery center CEO and chairman of the Newtown Improvement District

Regional Launch Stage - South Africa

The PLP South Africa tech ecosystem leaders networking breakfast event was held on the 31st of August 2022 at the SCI-Bono Discovery Centre. The event attracted over 80 ecosystem talent recruiters and partners in technology Industry.

Regional Launch Stage -Zambia

The one million developers for Africa program launch event in Zambia was held on the 14th of September 2022, at the National Institute of Public Administration. The event attracted over 350 applications.

REGIONAL LAUNCH AND COMMUNITY BUILDING JOURNEY

Regional Community Building - Zambia

The PLP tech ecosystem event in Zambia was held on 14th September 2022 at the Radisson Blu Hotel, Lusaka, Zambia. The event attracted over 50 ecosystem talent recruiters and partners in technology Industry.

Regional Launch stage- -Tanzania

Sahara Sparks is a platform launched in 2016 to foster transactions & conversations around innovation, technology, and entrepreneurship. It is a platform that focuses on building innovation, technology entrepreneurship & ecosystems in Africa. Due to the aligned partnership between the Power Learn Project and Sahara Sparks, we held our tech-ecosystem during Sahara Sparks annual 5-day event themed Potential. The event attracted over 300 ecosystem talent recruiters and partners in technology Industry.

REGIONAL LAUNCH AND COMMUNITY BUILDING JOURNEY

The One Million Devs Program was launched in Nigeria on November 2022 at the University of Lagos. During the launch, we received over 500 applications for the Tech-training Programme.

Regional Launch Stage-Nigeria

The PLP Nigeria's tech ecosystem leaders networking event was held on 18th of November 2022 at Oriental Hotel, Lagos. The event attracted over 150 ecosystem talent recruiters and partners in technology Industry.training Programme.
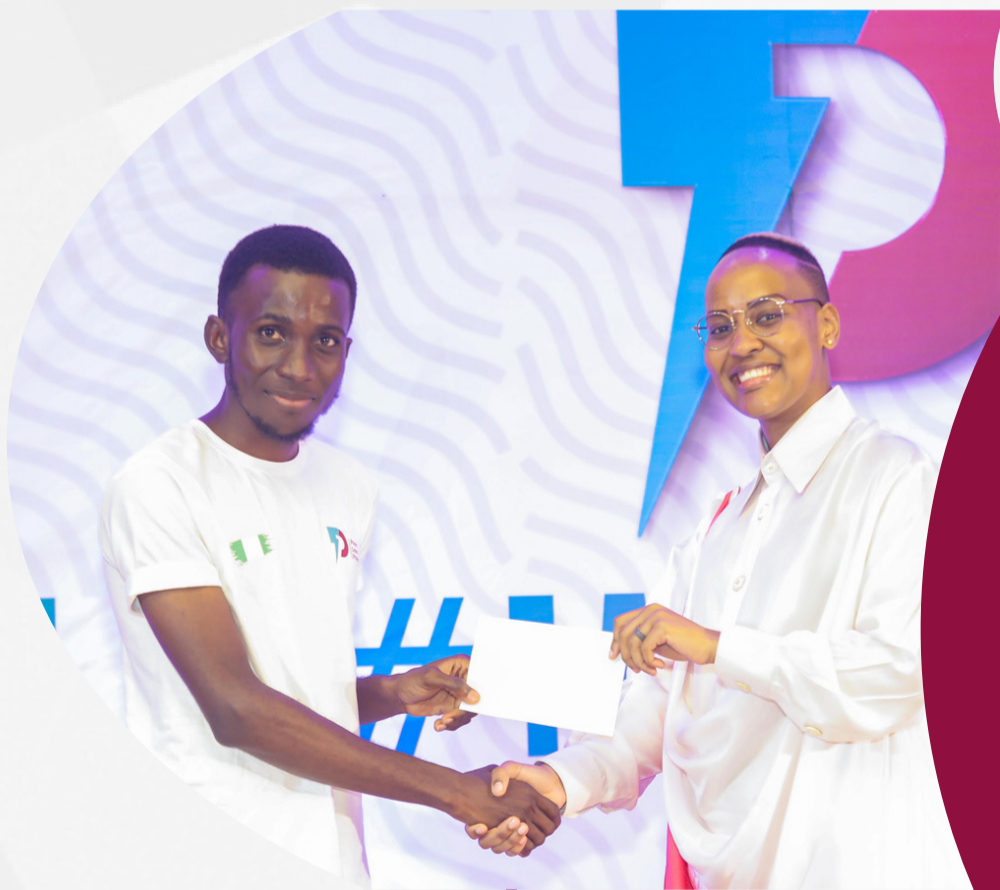
Regional Community Building -Nigeria

"Technology is nothing. What's important is that you have a faith in people, that they're basically good and smart, and if you give them tools, they'll do wonderful things with them."

COMMUNITY AND PARTNERSHIP BUILDING

One of the objectives of PLP is to create an ecosystem that will foster partnerships between the trained youths and key stakeholders in the technology industry. In order to achieve this objective, we have set out a key performance indicator in community building, outreach, and networking. We currently have over 10,000 members in the PLP community. This consists of our partners, learners' community, alumni community, mentor community and techie-community. The PLP ecosystem provides opportunities to the members in the community. These opportunities can be summarized as follows:

- Opportunities in Curriculum Integration: We acknowledge that there are many organizations and institutions with a pool of students who meet our target learners' criteria and would like to join PLP tech-training. Through community events, we are able to build on partnerships that can facilitate currriculum integration.

- Strategic alliance with the SME and start-up community: The PLP tech-training program is a project-based learning programme. Graduation is based on proof of work (Project developed). By bringing the start-up and SME community, we are able to link our learners to internship opportunities and or employment.

- Mentorship Opportunities. One of our key focus areas is to help learners have practical and industrial experiences. To achieve this, one-on-one mentorship paramount. The ecosystem creates the opportunity to link our learners with key stakeholders in technology.

To debut the PLP tech and innovation ecosystem, Power Tech Festival (PTF) was launched on 8th dec 2022. The Power Tech Festival was themed along lenses that include Emerging Technologies, Innovation, Inclusion, and Wellness in the Tech-ecosystem.

PTF was a two-day event aimed at bringing together technology supporters, technology ecosystem players, key partners and stakeholders, ICT policymakers, and PLP Alumni. Power Tech Festival is broken into three thematic area:

Power Hacks: This features an interactive hackathon session where PLP Program Alumni curate innovative tech-solutions across continental challenges in Africa. Power hacks is a meticulously curated series of hackathons that empower young minds to unleash their creativity and problem-solving skills, addressing thematic areas like the UN Sustainable Development Goals (SDGs) and the unique challenges faced in Africa. This initiative fosters collaboration, offering opportunities for coding, entrepreneurship, and public speaking within our community. Through these avenues, we aim to harness technology-driven solutions that encourage the transformation of everyday lives, thereby accelerating the widespread adoption of vital tech skills.

Plenaries and Panels Sessions: These features theme-based subject matters including Mental Health, Financial Literacy, Women in Tech, Pitch Sessions, and a Career Fair. These theme-based subject areas are summarized as follows:

- Power your Mind. This is a vital element where we focus on due to the industry's high-stress nature, the need to reduce stigma around mental health, and its direct impact on productivity.

- Power your Money: This is financial literacy segment that complements the training we offer the graduating class as they get ready to develop their business ideas and get employed.

- Power your Future: This covers the emerging technologies in AI, IoT, Machine Learning, blockchain, AR/VR, Quantum Computing. Also includes curating Clima-Tech Solutions

- Power Women in Tech: This area focuses on empowering and encouraging women to embrace the tech industry to foster diversity and unlock a wealth of untapped potential.

COMMENCEMENT OF BENEFICIARIES START-UP VENTURES
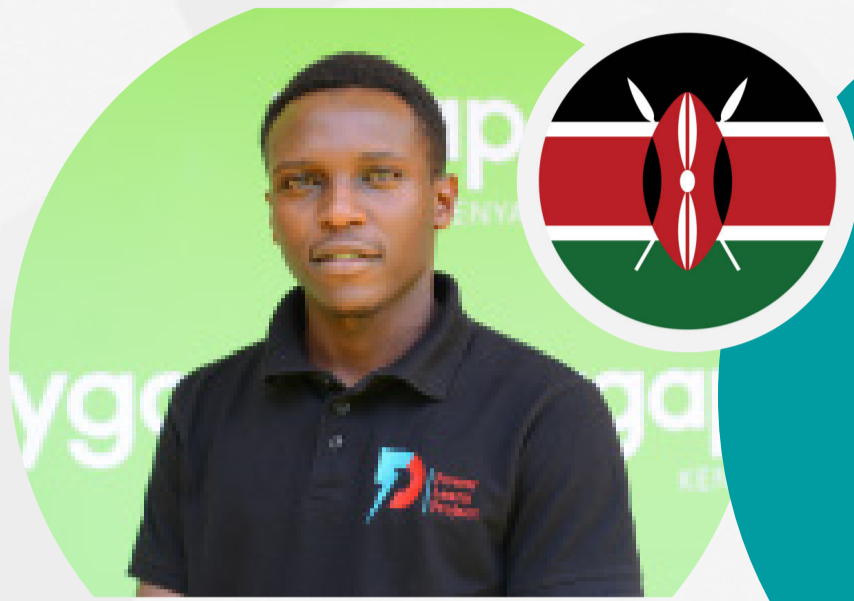
SALATHIEL WEKESA

Start-up Venture- Lift

About
A system that streamlines crowdfunding campaigns for startups connecting them with investors.

Impact
Simplifies the crowdfunding landscape, providing startups with accessible, cost-effective means to secure capital

About
Facilitates connections between waste producers and waste collectors, simplifying the scheduling of waste pickups.

Impact
The platform enhances scheduling, improving efficiency, reducing environmental impact, and enabling responsible waste management.

RITHIWANI MSEYA

Start-up Venture- Smart Taka

AUDREY OTIENO

Start-up Venture- Niva Africa

About
Connects clients to professionals & products, tackling beauty industry accessibility issues.

Impact
Niva Africa's platform simplifies beauty, offering a reliable, one stop solution, improving access and convenience.

COMMENCEMENT OF BENEFICIARIES START-UP VENTURES

About
A cybersecurity specializing in the development of customized tools and services designed to fortify the digital defenses

Impact
Sciat contributes significantly to the enhancement of online security for businesses and individuals alike.

ONYONKA MAERI

Start-up Venture- **Sciat**

About
A drone company that deters wildlife, particularly during nighttime, from farms and various areas.

Impact
Offers an effective means to deter wildlife, mitigating crop damage and safeguarding economic interests.
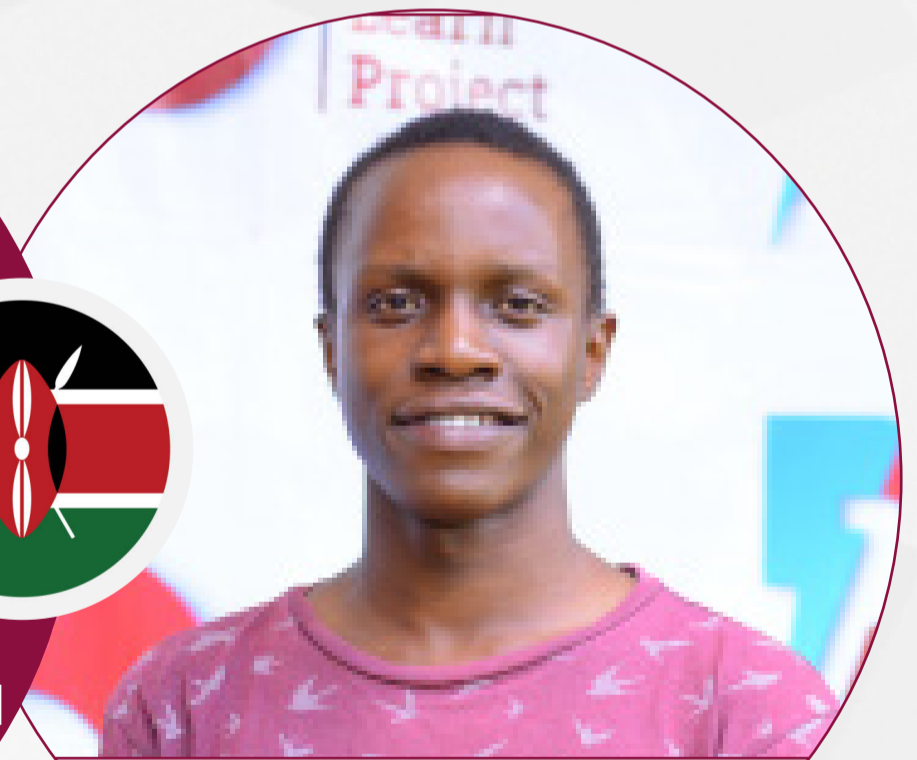
NEVILLE ACHIENG

Start-up Venture- **Wanyama Drones**

COMMENCEMENT OF BENEFICIARIES START-UP VENTURES

MOSES OPIYO

Start-up Venture- Investa
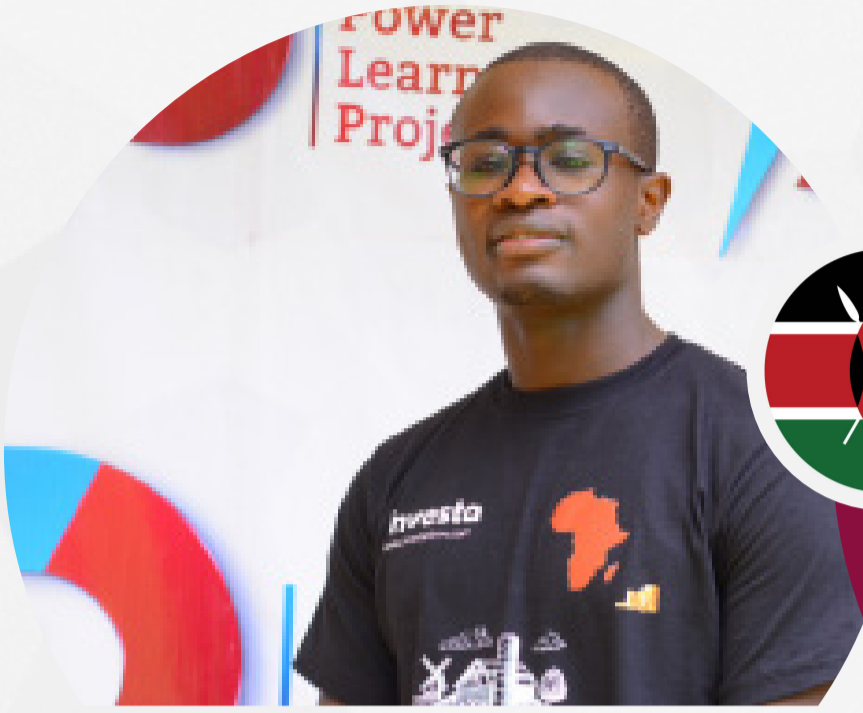
About
Provides digital currency lending to farmers.

Impact
Financial exclusion and limited credit access hinder farmers' growth. The platform fosters financial inclusion and agricultural development.

LAUREEN MUTUA

Start-up Venture- Phone Keir
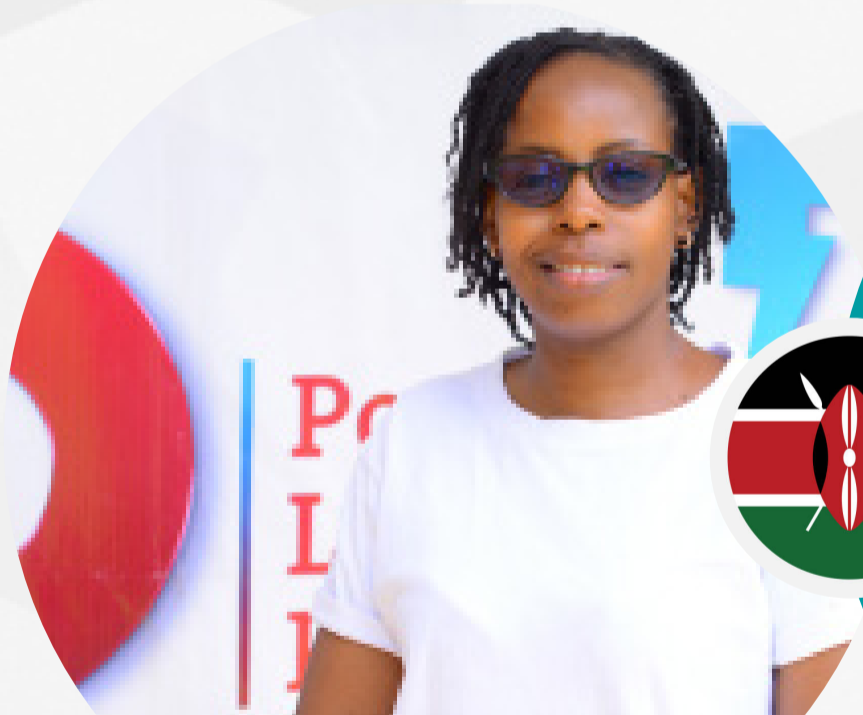
About
Helps users to recover data from lost phones, track and block lost devices.

Impact
Phone Keir System equips users with a powerful tool to protect their data and recover lost devices.

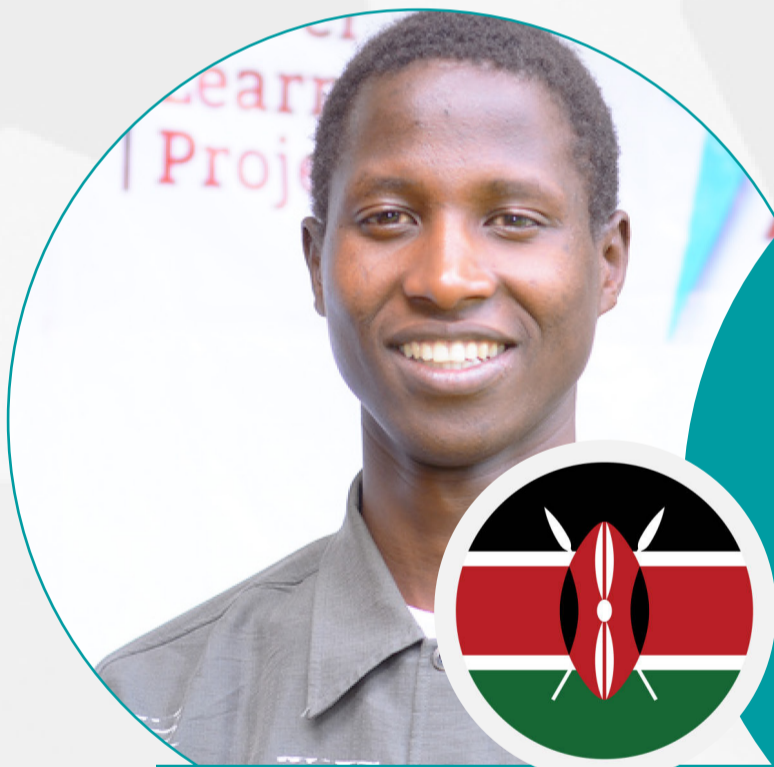# COMMENCEMENT OF BENEFICIARIES START-UP VENTURES
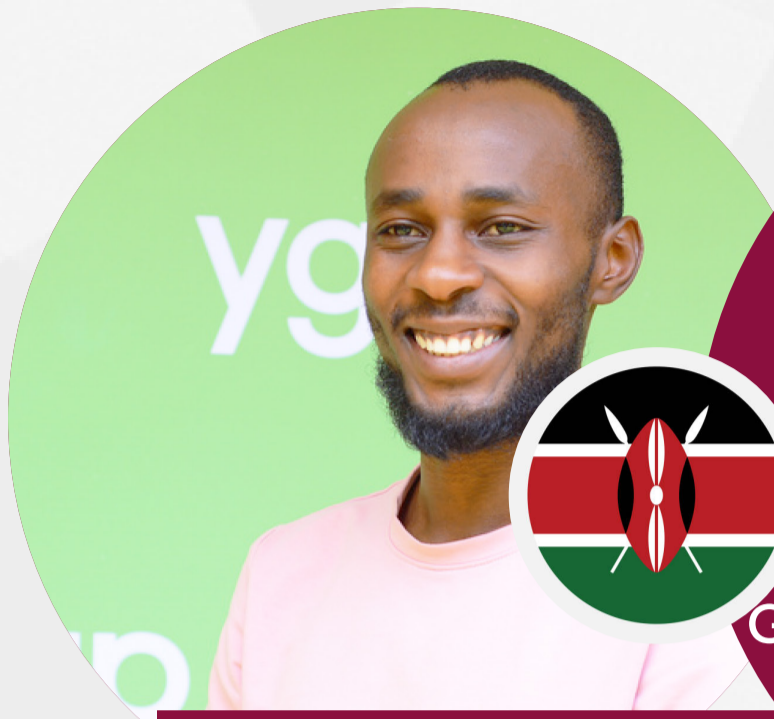
DENNIS NUNENE

About

Provides digital wallets to significantly cut transaction costs in bank-mobile transfers.

Impact

GFC seeks to make bank-mobile transfers more affordable and accessible.

Start-up Venture- **GFC Wallets**

FELIX KIPKOECH

About

A platform featuring verified details real estate property for house hunters and sellers.

Impact

The venture's visual platform enhances the real estate experience, offering more informative and efficient solutions for buyers and sellers.
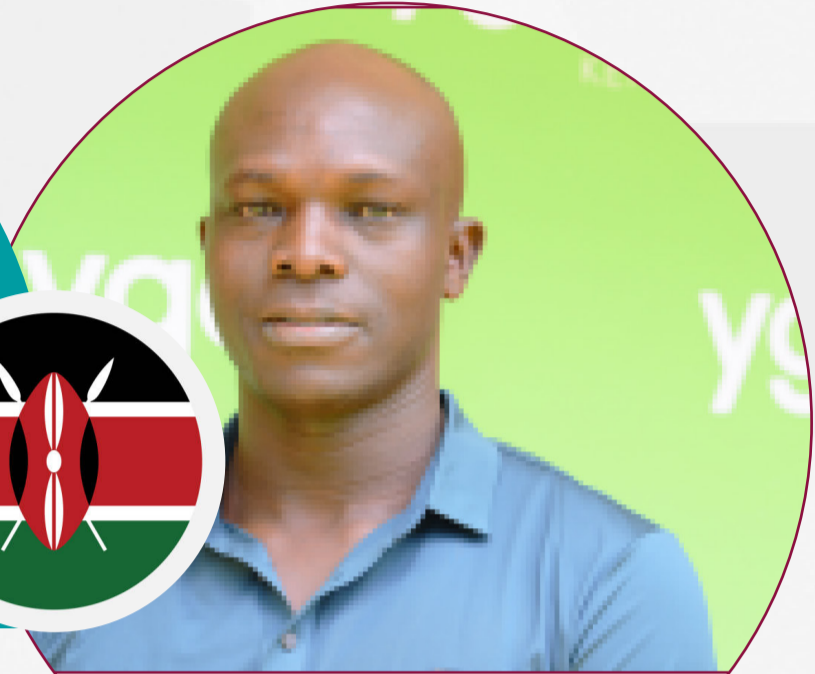
Start-up Venture- **Realty Property**

COMMENCEMENT OF BENEFICIARIES START-UP VENTURES

About
Provides water tanks on credit to landlords, ensuring improved water accessibility for tenants.

Impact
MajiSol's credit-based approach facilitates the installation of water tanks, making this crucial resource more accessible and affordable.

LINUS OLUOCH

Start-up Venture- Maji Sol

About
Gas Mall connects verified vendors to clients in Rural Kenya seeking to purchase LPG and their accessories on credit.

Impact
Breaking financial barriers to provide clean and efficient cooking fuel to underserved communities.

BERTH EMBENZANGE

Start-up Venture- Gasmall

"Common territory, language and culture may in fact be present in a nation, but the existence of a nation does not necessarily imply the presence of all three. Common territory and language alone may form the basis of a nation. Similarly, common territory plus common culture may be the basis. In some cases, only one of the three applies. A state may exist on a multi-national basis. The community of economic life is the major feature within a nation, and it is the economy which holds together the people living in a territory. It is on this basis that the new Africans recognize themselves as potentially one nation, whose domination is the entire African continent."

Kwame Nkrumah, Former President of Ghana

OUR PARTNERS

Power Learn Project believes in partnership and has worked as a partnership based organisation. We believe that partnerships are fundamental to the strong local ownership and hence the long term sustainability of interventions. To this end, we have established and maintained numerous partners in all regions where we work – with locally-based community groups, government ministries and other stakeholders. Our partnership framework has a number of core principles on which it bases its partnerships including a shared vision of development; participation; mutual accountability and trust; and mutual commitment to long term change. Our partners include onboarding partners, job partners, funding partners , Community partners , incubation partners , Curriculum partners , Policy governance and regulatory partners.


Next Chymia Consulting HK Limited

OUR PARTNERS

Country: South Africa
Sector: Innovation Lab
Intervention: Foster tech skills development in IoT, provide market insights in the innovation ecosystem.jobs pipeline.

Country: Nigeria
Sector: Technology workforce development
Intervention: Curating tech forums, tech talent matching with employers for internships and jobs

Country: South Africa
Sector: Higher Education
Intervention: Curriculum enhancement and accreditation, increasing tech skills through scholarships.
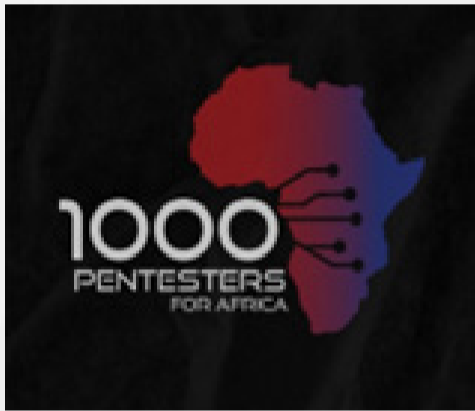
Country: South Africa
Sector: Education Institution Intervention: Cyber security and ethical hacking training and certification

Country: South Africa
Sector: Education Institution
Intervention: Advocacy for policies on tech startups, co¬ hosting tech events including hackathons.

Country: Nigeria
Sector: Sports (Basketball)
Intervention: Immersive Community engagement through curating Basketball League events/experience

Country: Nigeria
Sector: Academia - Higher Education Umbrella
Intervention: Coordination and linkage platform for Nigerian universities and all matters appertaining University engagements

Country: Nigeria
Sector: Non-profit business member organization
Intervention: Advocacy engagement and the promotion of internships to business enterprises

Country: Tanzania
Sector: Fintech Company
Intervention: Jobs pipeline, Co-creation of tech education to accelerate Tanzania's capacity in building value for the Fourth Industrial revolution.

Country: Nigeria
Sector: Software Training Institute
Intervention: Foster the tech ecosystem through co-creating tech-themed events, drive uptake of tech skills among youth

OUR PARTNERS

Country: Tanzania
Sector: Higher Learning - University
Intervention: Info sessions and activations in the university fraternity, co-curation of community events and activities

Country: South Africa
Sector: Higher Education
Intervention: Curriculum enhancement and accreditation, increasing tech skills through scholarships.

Neurolink
Country: Tanzania
Sector: Technology company Intervention: Jobs pipeline through internship opportunities to graduated learners

Country: Zambia
Sector: International Development Agency Intervention: Foster and promote digital technology that drives digital transformation and economic value to youths and SMEs in the Agricultural Sector

Country: Zambia
Sector: SME Development
Intervention: Business mentorship for early¬ stage startups, tech talent placement across SMEs

Country: Kenya
Sector: Web3 Discovery & News
Intervention: Promoting Web3 adoption across Africa, Advancing the growth of enterprises through business support, mentorship, and coaching

Country: South Africa
Sector: Electronic Manufacturing
Intervention: Training and hackathons on IoT and robotics

Country: Zambia
Sector: Education
Intervention: Accessibility of tech training to youth in Zambia, Co-curating events

Crowdsource

Country: Zambia
Sector: Software Company
Intervention: Jobs placements for quality tech talent pool, project placements, tech hackathons

Country: Kenya
Sector: Software Company
Intervention: Community building and advocacy (Campus tours, events); internships & hackathons, jobs placements

Country: South Africa
Sector: Innovation Lab
Intervention: Tech Ecosystem events, tech startups support, tech skills training for STEM and NEETvouth

OUR PARTNERS

Country: Kenya
Sector: NGO
Intervention: Onboarding pipeline of learners, providing mentorship and coaching to learners

Country: Nigeria
Sector: Workforce Development.
Intervention: Matchmaking of trained tech talent with employers for internships and jobs, and connecting mentors for sustained learners' personal growth and development

**Country: Kenya
Sector: Entrepreneurship, Civic Leadership Intervention: On boarding pipeline of learners, providing mentor ship and coaching to learners**

Country: Tanzania
Sector: Innovation Lab
Intervention: Provision of co-working space, co curating ecosystem events in the tech and innovation sphere for community building

 Co-Creation Hub

Country: Nigeria
Sector: Innovation Hub
Intervention: Curating tech forums, immersive community events, catalyst for innovation and incubation

Country: Kenya
Sector: Training Organization
Intervention: Content mapping and innovation around community networks; developing community-driven access initiatives; and extending the community ecosystem of PLP

Country: Kenya Sector: County Government Intervention: Tech skills for young people in Kilifi County, Co creating County Internship Program, employment, grants, and enterprise support opportunities

"Education is not a way to escape poverty, it is a way of fighting it. African nationalism is meaningless, dangerous, anachronistic, if it is not, at the same time, Pan-African-ism." Mwalimu Julius Nyerere

COMPLIANCE, TRANSPARENCY AND GOVERNANCE PRE-REGISTRATION REQUIREMENTS

The Non-Governmental Organizations (NGOs) in Kenya are registered under Section 10 of the NGOs Co-ordination Act, 1990. All registered NGOs are therefore required to familiarize themselves with the NGOs Act and abide by its attendant Regulations of 1992. Regulation 8(1) of the Non-Governmental Organizations Co-ordination Regulations, 1992 requires that any proposed organisation that wishes to be registered in accordance to the NGO act, must first seek approval of the name in which the organization is to be registered from the director of the NGO Board. The organisation that is applying for registration must fill in both form 1 and form 2 as provided under regulation 33 of attendant Regulations of 1992. According to section 10 of Non-Governmental Organizations Co-ordination Act, 1990, the proposed organisation that wishes to be registered shall submit the application for registration by filling Form 1, Form 2, Form 3, Form 4 and submitting them to the executive director of the NGO Board. The application for registration shall be made by the chief officer of the proposed organization and shall specify the following:

All the board officers of the organization.
- The head office and postal address of the organization.
- The sectors of the proposed operations.
- The districts, divisions, and locations of the proposed activities.
- The proposed average annual budgets.
- The duration of the activities.
all sources of funding
- The national and international affiliation and the certificates of incorporation.

- The core purpose for making the proposed organisation to fill the Form 1, Form 2, Form 3 & Form 4 as mentioned above can be summarized as follows:

Regulation 4 (1) provides for Form 1 which has been drafted to ensure that the executive director of the NGO board has complied with section 7(b) Non-Governmental Organizations

Co-ordination Act, 1990 which requires the board to maintain the register of national and international Non-Governmental Organizations operating in Kenya, with the precise sectors, affiliations, and locations of their activities. Regulation 8(1) provides for Form 2 which has been drafted to ensure that the executive director of the NGO board has been able to conduct the name search for the proposed organisation and charge the prescribed fee as per regulation 33 of attendant Regulations of 1992.

Regulation 10(2) provides for both Form 3 & 4 which have been drafted to ensure that the executive director of the NGO board has fully complied with section 10(3) of the Non-Governmental Organizations Co-ordination Act, 1990 which requires that a register should be created containing the name of the organization, postal address, physical address, classification by sector and date of registration in Kenya. These forms allow the executive director of the NGO board to capture the following information:

- Personal particulars of the Non-Governmental Organization's three officers and the details of the board officers
- Personal particulars of the person or body providing primary financial and material support towards the projects.
- A copy of the organization's constitution
- A Certificate of registration outside Kenya/ incorporation in Kenya (where applicable)
- A notification of the location of the office and postal address of the proposed organization in Form 4, signed by the chief officer of the proposed organization.

COMPLIANCE, TRANSPARENCY AND GOVERNANCE
THE STRUCTURE OF PLP CONSTITUTION

PLP is a registered not for profit Organisation in Kenya within the terms of the NGO Coordination Act of 1990, and the attendant Regulations of 1992 in Kenya. It was awarded a registration certificate in April 2022 to ensure compliance with regulatory environment in Kenya. At the time of registration, PLP was in compliance with board requirements as well as the pre-registration requirements as ascribed by the NGOB Kenya. The PLP board is made up of 7 board official with three executive members being the Board Chairperson, Secretary, and treasurer and four non-executive board members.PLP was registered as a foundation which is regulated by a constitution as per NGO Coordination Regulations of 1992.

The legal structure for the NGOs or NPOs is not clearly defined in many African countries. There is no clear distinction between the structure of a foundation, association and a company limited by guarantee. The legal structure adopted by the NGO can take many forms and this determines compliance with the law. Each of the legal structure has a specific mandate and jurisdiction. The legal structure adopted will determine the governance structure and whether to use a constitution or a Memorandum of agreement. Some of African countries have developed Non-governmental Organisation laws while some countries are still in the process of drafting NGO laws. This state of NGO laws in Africa affects regional scaling and registration process. For any organisation that wishes to register as a foundation or association the following guidelines can be adopted while drafting the constitution. PLP Constitution has adopted these guidelines as provided by the NGO board. They are as follows:

a) State the organization's name.
b) State the organisation's main and ancillary objectives.
c) State that the organisation's income and property are not distributable to its members or office-bearers except as reasonable compensation for services rendered.
d) Make provision for the organisation to be a body corporate and have an identity and existence distinct from its members or office-bearers.
e)Make provision for the organisation's continued existence notwithstanding changes in the composition of its membership or office-bearers.
f) Ensure that the members or office-bearers have no rights in the property or other assets of the organisation solely by virtue of their being members or office-bearers.
g) Specify the powers of the organisation.
h) Specify the organizational structures and mechanisms for its governance.
i) Set out the rules for convening and conducting meetings, including quorums required for and the minutes to be kept of those meetings.

j) Determine the manner in which decisions are to be made.
k) Provide that the organisation's financial transactions must be conducted by means of a banking account.
l) Determine a date for the end of the organisation's financial year.
m) Set out a procedure for changing the constitution.
n) Set out a procedure by which the organisation maybe wound up or dissolved.
o) Provide that when the organisation is being wound up or dissolved, any asset remaining after all its liabilities have been met, must be transferred to another nonprofit organisation having similar objectives.

The constitution of a nonprofit organisation that intends to register as an association should add the following in order to make provision for matters relevant to conduct its affairs, including matters that:

a)Specify qualifications for and admission to membership of the organisation.
b)Determine the circumstances in which a member will no longer be entitled to the benefits of membership.
c)Provide for termination of membership.
d)Provide for appeals against loss of the benefits of membership or against
e)Termination of membership and specify the procedure for those appeals and determine the body to which those appeals maybe made.
f)Provide for membership fees and matters determining membership fees and other payments by members.
g)Provide that members or office-bearer do not become liable for any of the obligations and liabilities of the organisation solely by virtue of their status as members or office-bearers of the organisation.
h)Provide for the appointment of office-bearers and define their respective functions.
i)Set out a procedure for nominating, electing or appointing office-bearers.
j)Determine the circumstances and manner in which office-bearers may be removed from office and provide for appeals against such removal and specify procedures for those appeals and determine a body to which those appeals can be made.
k)Provide that its office-bearers are not personally liable for any loss suffered by any person as a result of an act or omission which occurs in good faith while the office-bearer is performing functions for or on behalf of the organisation.
l)Provide for making investments.
m)Determine the purposes for which the funds of the organisation maybe used;
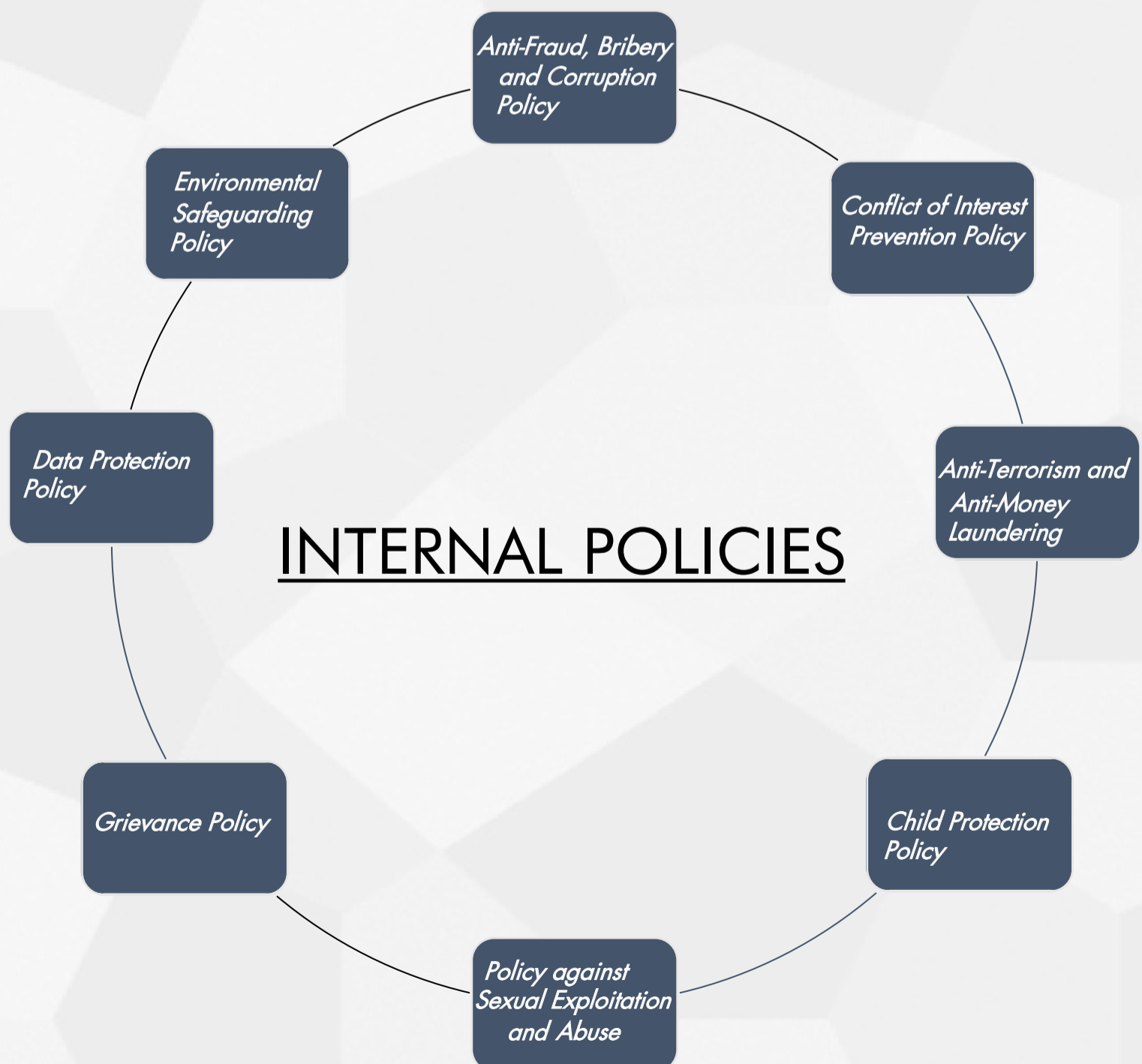n)Provide for acquiring and controlling assets.

COMPLIANCE, TRANSPARENCY AND GOVERNANCE
CODE OF CONDUCT POLICY

The code of conduct policy is the policy guiding the relationship between the organisation, beneficiaries, donors, and the public. After September 11th (200l) attack there was empiric evidence of misuse of NGOs by terrorist organisation. On the basis of this understanding the Code of Conduct for non-profit organizations was imposed as the yardstick to promote transparency and accountability in 2005.Beyond the legal compliance there was need to impose ethical restrictions during the formations, structures, operations, and purposes within the NPO/NGO sector. The principles of ethics influencing the NPO sector are integral to how a democracy operates. Also, the responsibility for delivering public goods and services has gravitated NGO sectors to the issue of accountability, reliability, and legitimacy questions. The core mandate of PLP can be summarized as service delivery, mobilization, advocacy, planning, lobbying, and financing, however, there is no uniform and standard Operation structures in running NGOs.

The code of conduct promoting principles of ethics and good governance is interpreted as best practice that enhance self-regulation and standardization that can sustain the organisation in the longer-term. Code of conduct is seen as the tool that indicate that the organisation has the capacity within NPOs to manage their affairs including maintaining good governances for the organisation. Code of conduct includes both compliance with pre-registration requirements, post-registration requirements & self-regulation. We believe that good standards of governance are paramount to making sure that our organisation is working in the best interest of all those involved. To this end, we have formulated all the relevant internal policies. At PLP, we believe that it's important to promote good practice and governance, hence the board moved to formulate a board charter to guide the board processes. Not for Profit organisation need more active and proactive engagement with policy makers since it is impossible to build outside the lens of policy in Africa. Adequate systems of internal control are in place, which aim to ensure compliance with laws and policies, ensure efficient and effective use of resources, safeguard assets and maintain the integrity of financial information produced. The internal policies are as summarized below:

INTERNAL POLICIES

- Anti-Fraud, Bribery and Corruption Policy
- Conflict of Interest Prevention Policy
- Anti-Terrorism and Anti-Money Laundering
- Child Protection Policy
- Policy against Sexual Exploitation and Abuse
- Grievance Policy
- Data Protection Policy
- Environmental Safeguarding Policy

COMPLIANCE, TRANSPARENCY AND GOVERNANCE
CODE OF CONDUCT POLICY

The role of the PLP board is to govern the organisation in accordance with its mission, vision, and legal obligations. Our board is composed of 7 members with the Chief Executive Officer being the ex-official member of the organisation. According to the board charter, the board is supposed to meet quarterly and have ultimate responsibility for directing the affairs of Power Learn Project, ensuring it is solvent, well-run and delivering the outcomes for which it has been set up. The responsibilities of the board are:

a) To provide strategic direction and oversight.
b) To ensure that the organization adheres to the set standards of good governance and social responsibility.
c) To be responsible for making funding decisions and donor relations.
d) To be representation of the organization in the larger communities and/or within the NGO sector.
e) To approve the setup of operations/programs in different regions/countries.

Our Board has delegated certain responsibilities to members of the Executive team which can be exercised through committees which approve policies and guidance for certain functions of the board business, including:
- Audit Committee
- Disclosure Committee
- Remuneration Policy
- Internal Policies - Anti Bribery and Corruption Whistleblowing and Anti Money Laundering (AML)

The Board as a whole will review the Board's size, structure and composition and scale. The role of both the Executive & Ordinary members is summarized in eight core responsibilities:
to endorse the Moral Report,

- To endorse the financial statements, annual accounts, statutory auditor's report & allocate incomes,
- To elect the members of the regional Board,
- To review the strategic plan and main strategic organizational developments,
- To amend the organisation Constitution if required,
- To endorse the organizational ethics, policies, and code of conduct,
- To approve any exceptional financial decision heavily impacting on the organization's finances, notably purchasing real estate as well as issuing bonds.
- To oversee the overall legal compliance at large of the organisation at HQ level as well as at country level.

Board Activity

Our Board's meetings are scheduled quarterly. Our Board's activities throughout the year are underpinned by our external reporting calendar and our internal organisation planning processes. A rolling annual agenda ensures that all important topics receive sufficient attention. Standing agenda items provide an anchor to the strategy and provide our Board with a consistent view of progress during the year. At each Board meeting the standing agenda includes:
- quorum
- approval of minutes (circulated to all directors in advance for comment) and review of outstanding actions.
- governance and Committee reports. reports from the Chairman, including key business developments.
- and financial and operational review.

CORPORATE EVENTS HIGHLIGHTS

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