



*Changing backgrounds one child at a time*

# **H&P FOUNDATION**

## **2024 Report**



# H&P FOUNDATION 2024 REPORT

**Name of Organisation: H&P Foundation**

**Location: Kenya**

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**Cover Photo: H&P Foundation Career Fair 2024, Davy Breezy**

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# About H&P Foundation

The H&P Foundation is an education-based foundation incorporated in Kenya. We aim to create a more equitable world through providing education opportunities to children from underprivileged backgrounds in Kenya. The Foundation was established in 2021 following recurrent discussions on how children born in underprivileged backgrounds could escape the sometimes inevitable cycle of poverty. Arising from these discussions was the potential power of education in changing the trajectory of one's life.

The H&P Foundation was therefore founded to support underprivileged Kenyan children (poor, socially marginalized, or orphaned) by catering for the entirety of their secondary education needs and exposing them to learning opportunities that would not be easily acquired within the walls of the current Kenyan classroom. We believe that education is a fundamental human right and a powerful tool for breaking the cycle of poverty. We intend to grant as many dedicated and valuable education opportunities to young, brilliant minds who are held back as a result of an underprivileged and impoverished background. Our work is structured around three main pillars: education scholarships, education advocacy & extra- curricular activities.

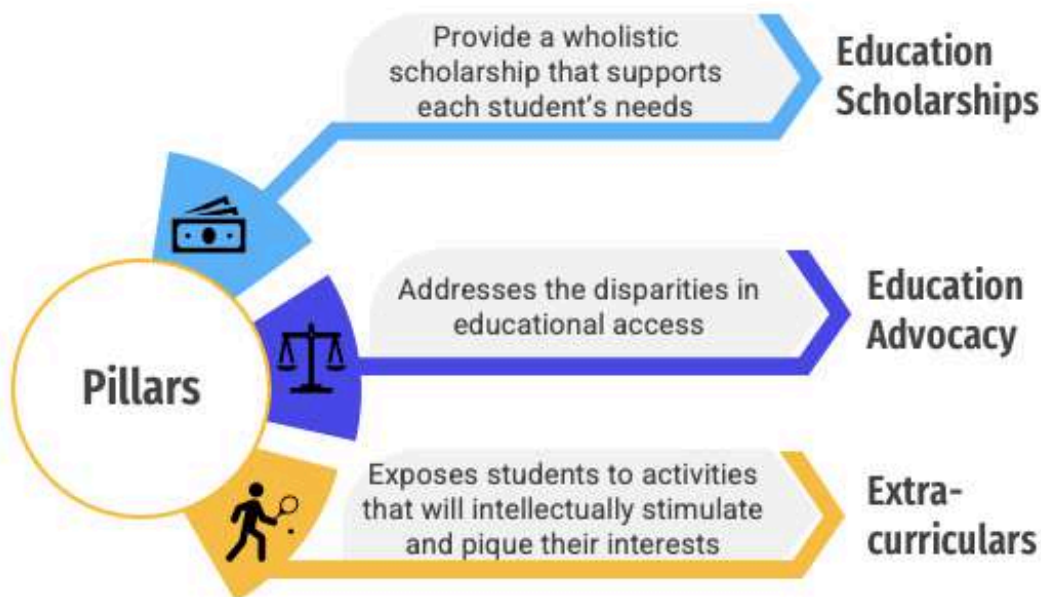


Figure 1: H&P Foundation's Pillars

# Executive Summary

The H&P Foundation has made remarkable strides in its mission to ensure equitable access to quality education for underprivileged children since its inception in 2021. As we reflect on 2024, it is evident that this year marked significant achievements, underscoring the transformative impact of our work while revealing challenges that motivate us to push forward.

## **Milestones Achieved in 2024**

One of the most rewarding highlights of the year was the graduation of our first cohort of scholars, Monica Yvonne and Ibrahim Masira, who successfully completed their high school education with excellent grades, both achieving an A-. Their journey epitomizes the Foundation's commitment to holistic support, covering tuition, boarding, extracurricular activities, and even unforeseen needs such as medical expenses. These achievements validate the impact of a comprehensive approach to education.

In 2024, we expanded our scholarship program by onboarding two new scholars, Ryan Alubabi and Abigael Jerono.

The year also saw significant growth in our extracurricular initiatives. We introduced a structured Internship Program and hosted our inaugural Career Fair, both aimed at preparing students for life beyond high school. The Internship Program provided practical exposure to various industries through partnerships. Meanwhile, the Career Fair allowed students to interact directly with professionals across diverse fields, helping them make informed decisions about their future paths.

## **Advancements in Education Advocacy**

Recognizing the systemic challenges in Kenya's education sector, 2024 marked a significant year for our education advocacy pillar. We launched a campaign addressing excessive school fees, a barrier that disproportionately affects students from low-income backgrounds.

Despite encountering resistance — including schools failing to respond to our formal inquiries— we escalated the matter by submitting a formal complaint to the Commission on Administrative Justice.

# Executive Summary

As we move into 2025, we are committed to intensifying these efforts through legal avenues and seeking partnerships to ensure sustainable progress in advocacy.

**Challenges Faced:** While 2024 was a year of progress, it was not without its challenges. Limited funding remains a pressing issue, directly constraining the number of students we can support. Out of 131 scholarship applications received in 2024, only two were onboarded due to financial limitations. Furthermore, the ongoing transition to Kenya's Competency-Based Curriculum (CBC) has presented new complexities in aligning our programs to meet emerging educational needs. Logistical challenges during our extracurricular initiatives and unforeseen medical expenses for scholars also stretched our resources.

**Partnerships and Collaborations**  
We are grateful for the support of our partners, whose contributions have been instrumental in furthering our mission. In 2024, we received in-kind contributions of five laptops and one iPhone from Capital Bay, which will be used to enhance scholars' digital skills.

## **Looking Ahead to 2025**

As we plan for the future, our focus remains on expanding our reach and deepening our impact. This includes scaling up our scholarship program, broadening our advocacy efforts, and enhancing our extracurricular initiatives.

We aim to leverage social media for advocacy campaigns, secure additional funding to support more scholars, and adapt our programs to align with the CBC framework. We also hope to streamline our internal structures for the transition to CBC; and the expand funding options to enable us to take in 4 new scholars in 2026. We also hope to recruit more volunteers to support the implementation of our projects.

The H&P Foundation's journey in 2024 has been one of growth, resilience, and unwavering commitment to transforming education. With the support of our donors, partners, and community, we are inspired to continue advocating for equitable opportunities and empowering the next generation of leaders. Together, we can make 2025 another year of impactful change.

# Message from the Director



*Dr. Harrison Mbori  
Executive Director*

We hope this message finds you in good health. As we reflect on the incredible journey we have undertaken, we are filled with gratitude for each of you who has joined us in our mission to transform education. Your unwavering support has been the backbone of our work, and we are thrilled to share the progress we've made together.

When we founded H&P Foundation in 2021, our vision was clear: to create a world where every child, regardless of their background or circumstances, has access to quality education. As we close 2024, we are proud to see how far we've come. This year has been a remarkable chapter in our story, marked by milestones that highlight the transformative power of our shared efforts. One of the most poignant moments of 2024 was watching our very first scholars graduate from high school. Supporting these students from their first day of high school to their final day has been an emotional and rewarding journey, underscoring the profound impact of our work.

We also expanded our programs in exciting new directions. This year, we held our first-ever career fair and launched an internship program, both designed to equip students with the tools and exposure they need for life beyond the classroom. Our scholarship program continued to grow, providing full support to six deserving students. Alongside this, we forged meaningful partnerships with several organizations and took a bold step into education advocacy by launching a campaign to address the challenge of excessive school fees.

Of course, the journey has not been without its challenges. We faced medical issues with some of our scholars, and funding constraints limited the scope of our advocacy efforts. Yet, we remain steadfast in our mission, prioritizing keeping children in school while laying the groundwork for broader impact through education advocacy.

# Message from the Director

While we celebrate these accomplishments, we are acutely aware that much work remains. The challenges facing the education sector continue to evolve, and we are more determined than ever to overcome them. Our mission to provide equitable education opportunities to underprivileged children remains resolute, and we are inspired by the potential of what we can achieve together.

We invite you to join us as we press forward in this vital work. Together, we can advocate for lasting change and open doors to brighter futures for countless children. Your belief in our mission has already made a tremendous difference, and with your continued support, we are confident that 2025 will bring even greater achievements.

Thank you for being an integral part of the H&P Foundation family. Together, we will continue to inspire, empower, and transform the lives of the next generation.



**Dr. Harrison Mbori**  
**Executive Director, H&P Foundation**





# Key Highlights of 2024

## 1. Scholarships Awarded

In 2024 expanded our scholarship program by onboarding two new scholars in January. Abigael Jerono was admitted to Kipsigis Girls High School and Ryan Alubabi was admitted to Mang'u High School.

## 2. Graduation of Pioneer Scholars'

The first two scholars sponsored by the H&P Foundation successfully completed their high school education in 2024, marking four years of comprehensive support through high school education, many thanks to our donors.

## 3. New Programs

In 2024, we launched two transformative programs aimed at preparing our scholars for life beyond high school, and equipping them for the future workforce:

- Our **Internship Program**, a five-week initiative designed to equip students with real-world skills and professional exposure.
- Our first-ever **Career Fair**, which provided students with opportunities to connect with industry professionals, explore career paths, and gain valuable insights for their futures.

## 4. New Partnerships

We formed new partnerships with companies for through internship program: Centre for Research in Therapeutic Sciences, PesaPal, Africa Law Partners, Prof. Albert Mumma & Company Advocates, and Monarch Insurance.

## 5. New Donors

We welcomed new recurring donors to the H&P Foundation family in 2024. Their support has provided us with the stability to plan and execute key activities with the confidence of sustained funding.

## 6. Grants Secured

In a major step forward, we successfully applied for a grant from Cygnum Capital. This grant has provided us with critical resources to continue advancing our extra-curriculars pillar, which had previously received limited funding.

# Our Work in Education Advocacy

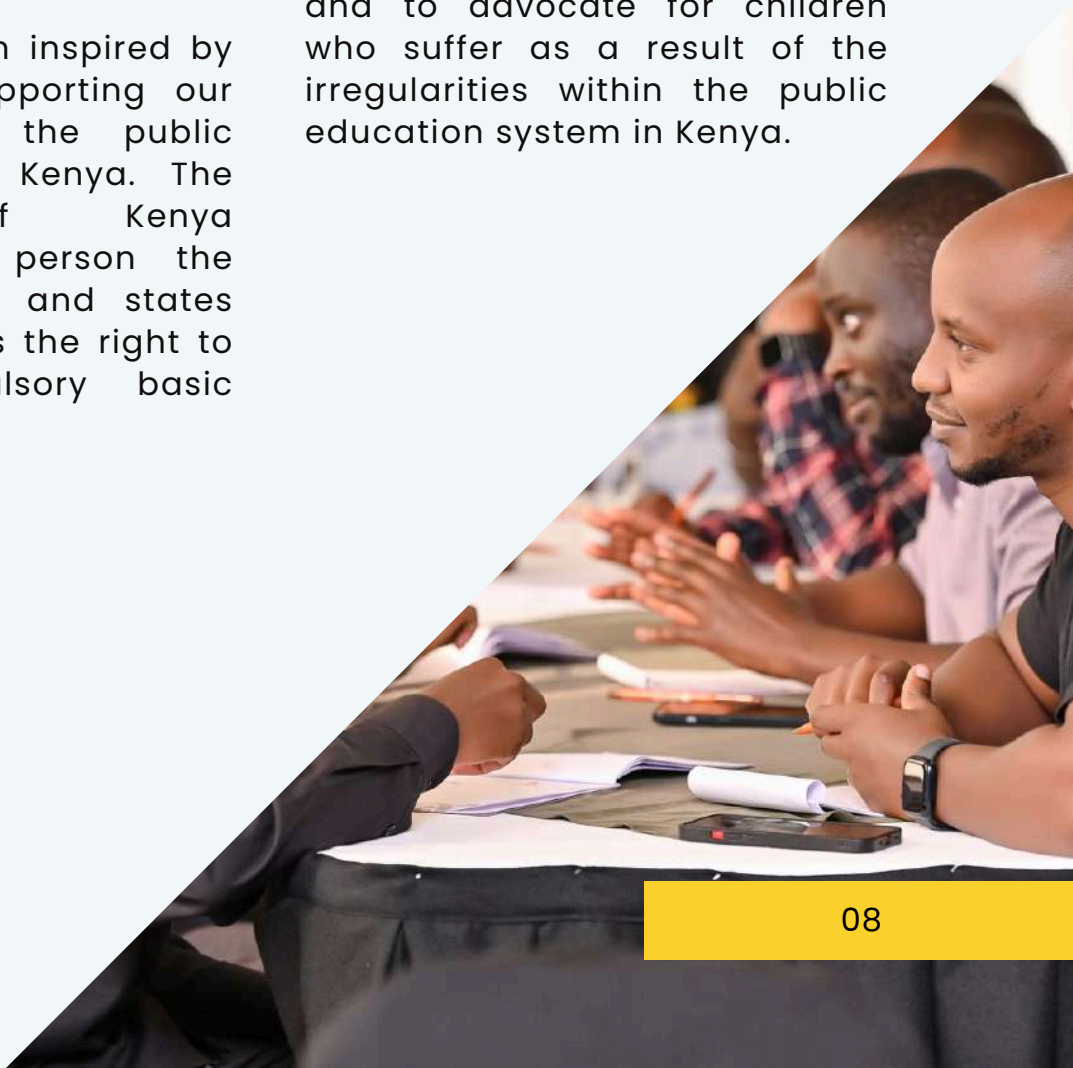
## Overview of our Education Advocacy Pillar

Our education advocacy pillar is dedicated to ensuring that students have equitable access to quality education by addressing disparities in educational access, resources, and outcomes. We do this through policy engagement, public awareness, legal advocacy and litigation, research and analysis, and administrative engagement. The primary goal of our education advocacy is to address inequalities in the education system, advocate for positive changes in education, and promote equity and access.

This pillar has been inspired by our experience supporting our students through the public school system in Kenya. The Constitution of Kenya guarantees each person the right to education and states that each child has the right to free and compulsory basic education.

However, our experience when interacting with various public schools has highlighted some practices in the public school system that threaten the right to education for children, particularly underprivileged children from poor backgrounds. The Kenyan education system suffers from pronounced inequality, where disparities in access to quality education are glaringly evident.

Our advocacy pillar is aimed at bringing public awareness to the areas in which our public education system can improve and to advocate for children who suffer as a result of the irregularities within the public education system in Kenya.



## 2024 Impact: Advocating against excessive fees

In the second term, we intensified our efforts in education advocacy, focusing on addressing excessive school fees. We observed that schools are charging fees above the stipulated guidelines, claiming they offer better opportunities or terming it as teachers 'motivation' or 'remedial fees'.

These excessive fees are imposed after students have enrolled, where the students calling letter indicates the fees as 54,000 per year, as per the government's guidelines. It is only after students have joined (and by the end of the first term) that parents are informed of the fee increment. This is done with little to no regard for those from impoverished backgrounds. In 2024, following a series of brainstorming sessions, we formulated a strategy that we shall implement in the coming years to advocate against the unfairness of this process.

Our first step was to write formal letters to schools, requesting clarification on the fee increases. These letters were sent in June. We requested responses within 14 days, but as of December 2024, none of the schools had replied to our request for more information.

As a result, in January of 2025, we submitted a complaint to the Commission on Administrative Justice at the Office of the Ombudsman, which has been acknowledged and received. While we await a response from the CAJ, we are also considering initiating legal action against these schools. We are looking to intensify these advocacy efforts in 2025. For this, we are working on securing the necessary financial resources for the litigation process and are actively seeking partnerships to support this initiative.



# Our Work in Education Scholarships

## Overview of our Education Scholarships Pillar

Our education scholarships pillar provides a wholistic scholarship that supports each student's financial, social, emotional, and mental needs and therefore creates an environment which enables them to realise their full academic potential and to take full advantage of the Kenyan education system. We have thus far supported each student's full educational needs from the school fees to the boarding needs of each scholar. We have also taken care of other incidental costs such as medical expenses, tutoring, and any other unforeseen costs that have come up in relation to each scholar's secondary school education.

Since 2021, H&P has recruited and supported seven scholars:

1. Monica Yvonne and Ibrahim Masira (2021 scholars who completed high school in 2024),
2. Ashley Arasa and Brighton Mwita (2022 scholars currently in Form Four),
3. Abigael Chongwo and Ryan Alubabi (2024 scholars currently in Form Two).
4. Sasha Kuol Achol (2022 scholar who dropped out of school in Form Two due to unavoidable family circumstances. She was a South Sudanese refugee who dropped out of school to take care of her 4 siblings, being the first born in her family. While we tried to keep her in school, we did not have the capacity to support all four siblings.)



## 2024 Impact in Education Scholarships

### 1. Admission of new students

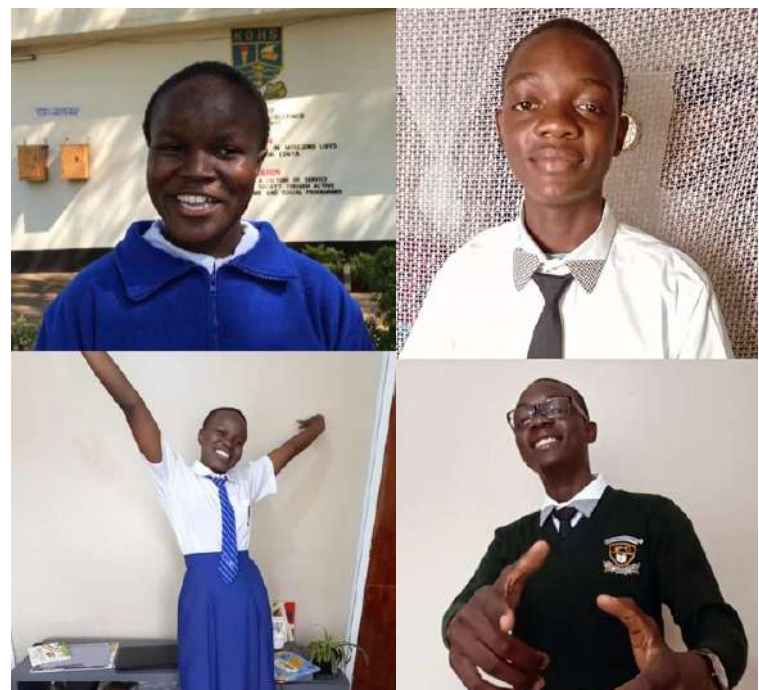
In 2024, we onboarded two new H&P Scholars, Ryan and Abigael, to the H&P Foundation. This was marked by the admission of the new students to national schools. Ryan Alubabi was admitted to Mang'u High School, and Abigael Chongwo was admitted to Kipsigis Girls High School. The students settled down and transitioned smoothly into high school. We encouraged them to participate in extra-curricular activities by joining clubs or sports. In this regard, Ryan joined the football team, while Abigael has been active in athletics competitions at her school.



*Ryan's first day in school*

### 2. Graduation from the H&P Foundation Scholarship Program

Our two pioneer scholars, Monica and Ibrahim, sat for their KCSE in October 2024, marking the end of their high school education. It has been four years of fully supporting their full education needs for which we are proud. Both Monica and Ibrahim performed well, scoring an A-, which will position them at great opportunities to join tertiary institutions. With the completion of their secondary education, the two scholars have graduated from the H&P Foundation Scholarship Program.



*Monica & Ibrahim on first versus last day in high school*

# Our Work in Extra-Curricular

## Overview of our Extra-Curricular Pillar

Through this pillar, the Foundation is keen on exposing its scholars to extra-curricular activities that will intellectually and socially stimulate them and pique their interest in areas that they may not be exposed to in school.

The Foundation currently runs a reading program where the scholars are expected to read selected books from a curated reading list and write book reports on the books. We critically grade the scholars' book reports and give feedback to our scholars to enable them improve their reading, writing and critical thinking skills. Additionally, as these book reports are to be sent through a word document, the scholars are also gaining basic computer skills such as Microsoft Word, creating folders and saving documents.

The Foundation has also facilitated the students' participation in computer classes during the school holidays to enable them improve their computer and digital skills; basic digital competence. As a requirement of being a scholar, each student is required to open and communicate to the Foundation through an email address. Our current pioneer scholars, who did not know how to write an email can now confidently tutor incoming scholars on opening and navigating their email addresses.



## 2024 Impact in Extra-Curricular

### 1. Internship Program

The H&P Foundation organized an internship program which the H&P Scholars undertook for a period of 5-weeks during their December holiday (the longest school holiday in the Kenyan school calendar.) The aim of the internship program was to offer practical and valuable learning experiences to our scholars while also providing the partner organisations with enthusiastic and dedicated interns. The intention of these internships was to expose the students to diverse career options and encourage them to explore different career paths and industries, therefore helping them make more informed decisions about their future academic & career choices.

The H&P Foundation partnered with the following companies/organisations which would act as the host organisations for the interns:

- Africa Law Partners
- Pesapal
- Prof. Albert Mumma Advocates
- Monarch Insurance of KAMU Group
- Center For Research in Therapeutic Sciences (CREATES)

To ensure students were well-prepared for their internships, the H&P Foundation organized a half-day orientation seminar. This session covered essential workplace conduct, professional dress codes, and provided students with emergency contact information for their safety and support. Additionally, each student received a Student Internship Handbook specifically curated for the H&P internship program (See Annex 1a). The handbook outlined key expectations and included evaluation sections for supervisors to complete at the end of the internship. This feedback mechanism served as a valuable tool for assessing student performance and identifying areas for growth.



## 2. Inaugural Career Fair

On the 1st of December, 2024, the H&P Foundation hosted an Inaugural Career Fair to empower high school students to shape their futures. The career fair was designed to inspire, guide, and connect high school students with professionals from diverse industries. This event brought together H&P Scholars and other students eager to chart their career paths, along with a panel of esteemed professionals passionate about nurturing the next generation of leaders. The professionals that attended the Career Fair were from the Foundation's network of individual donors, which offered the latter an opportunity to interact and engage with the students they sponsor.

The Career Fair also served as a platform to address a crucial gap in career guidance for high school students. By providing direct access to professionals across various sectors such as law, medicine, technology, finance, and the arts, the event aimed to demystify career choices and equip students with insights to make informed decisions about their futures. This career fair was organised against a background of students having very little knowledge and exposure to careers. Most students, when asked about their desired career paths, would mention that they would like to pursue medicine or engineering. While this is good, it was clear that the students did not know what those professions entailed (benefits and losses), and did not know other professional journeys that they could pursue beyond the few that have been set out as "successful careers". This fair was a chance for students to engage with professionals in different fields, including medicine and engineering, to gain a proper perspective and insight into these careers. This would help them to align their passions with viable career paths.







The earlier students are exposed to different career possibilities, the better equipped they are to make informed decisions about their academic and professional journeys. Career fairs offer more than just information; they ignite dreams, broaden horizons, and provide a reality check on the steps required to achieve one's goals. For underprivileged students, like many H&P Scholars, this event was particularly impactful. They level the playing field by giving access to networks and resources often unavailable to them. The H&P Foundation recognizes that guidance and mentorship during these formative years can mean the difference between a fulfilling career and a missed opportunity.

### **Objectives of the Career Fair:**

The career fair was organized to address a significant lack of career exposure among students. Many students expressed interest in professions like medicine and engineering, often without a clear understanding of what these careers entail or awareness of alternative professional pathways. The fair aimed to:

- Demystify career options by exposing students to a diverse range of professions, including law, medicine, technology, finance, and the arts.
- Provide direct interactions with professionals to offer real-world insights into various industries.
- Encourage informed decision-making by aligning students' passions with viable career paths.



### **a) The Panel Discussion: Real Talk with Professionals**

The first session of the career fair was a panel discussion featuring speakers from different industries, including a business marketing executive, an economist, a medical researcher, and an energy consultant. The panelists shared their personal career journeys, challenges they faced, and the skills needed to excel in their fields. Key takeaways from the discussion included: the importance of adaptability in today's ever-evolving job market, the value of soft skills such as communication, teamwork, and critical thinking, and encouragement for students to embrace failures as stepping stones to success. The panelists also emphasized the significance of mentorship, urging students to seek guidance from experienced professionals.



### **a) Career Speed Dating: A Hands-On Experience**

The second session of the career fair was a Career Speed Dating session. Students had the unique opportunity to spend five minutes with each professional, discussing their aspirations, interests, and career concerns. During this speed dating session, there were professionals in the fields of medical research, corporate law, engineering, impact investing, youth advocacy, creative and performing arts, entrepreneurship, energy consulting, human resource, economics, business management, public sector governance, communications, accounting, and nursing. The interactive format allowed students to gain a more personalized understanding of various career paths. For many, it was their first chance to speak one-on-one with professionals, an experience they found empowering.

*"Before today, I thought I could only pursue medicine if I excelled in sciences, but after speaking to a researcher, I've realized there are other ways to contribute to healthcare, like public health or medical technology," shared Monica, a H&P Foundation Scholar.*

# Challenges

## Challenges in Education Advocacy Pillar

### 1. Limited resources

Limited resources both financially and in terms of human resource has meant that we prioritize our scholarships pillar. There has thus been no funding for this specific advocacy campaign, which has limited our strategies in dealing with the schools.

### 2. Delayed responses

As the process of advocating against excess fees involves multiple parties, some of our actions are dependent on the (in)action of the parties involved e.g when we receive a response. This limits our planning on how to proceed with various components of our advocacy strategy.

## Challenges in Extra-Curricular Pillar

### 1. Logistical Constraints

Coordinating accommodation, transport, and supervision for students traveling from different regions to Nairobi posed logistical challenges. Ensuring the safety, comfort, and timely transportation of all scholars required meticulous planning. Additional time and resources were spent addressing last-minute logistical issues, such as securing a student chaperone. Three students also fell ill during the duration of the internship and we catered to the associated medical costs.

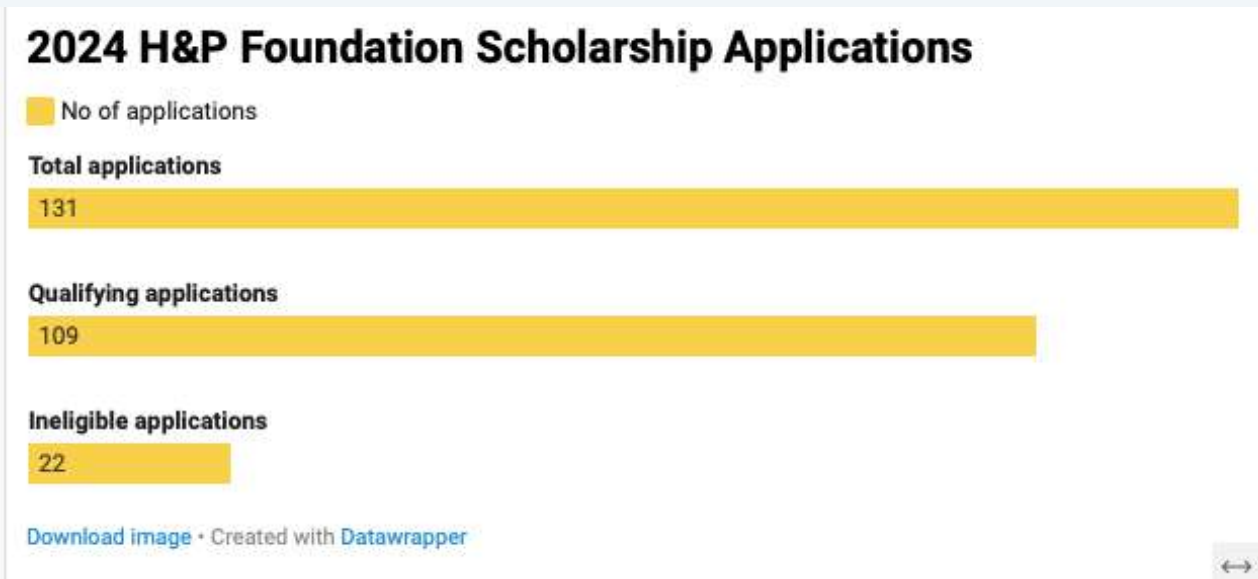



# Challenges in Education Scholarships

## 1. Limited Funding for Scholarships

At H&P Foundation, our goal is to sponsor the full education needs of each student we onboard throughout their high school journey. This commitment includes covering all costs associated with their education for a period of four years—school fees, pocket money, medical and optical expenses, academic excursions, books, and any other needs. Additionally, we sponsor our students in extra-curricular activities organized by the Foundation, such as career fairs, internship programs, and book reports.

Our approach prioritizes **depth over breadth, impact over output**, ensuring that the impact we make on each student is transformational rather than superficial. This means we focus on providing holistic support to fewer students rather than spreading our resources thinly across many. Before onboarding any students, we carefully assess our capacity to fully support them for the full four years, as we remain committed to seeing each student through to the end of their high school education.





However, limited funding continues to pose a significant challenge, directly affecting the number of students we can support. In our most recent call for applications, **we received an overwhelming 131 applications, of which 109 met our minimum requirements**— Including a minimum KCPE score of 385 out of 500. Despite this, we were only able to onboard **two students** due to financial constraints.

This stark gap between the demand for support and our capacity highlights the pressing need for more resources. There are many bright and deserving students who need support.

As we continue to grow, our hope is to expand our capacity to reach and transform the lives of more students, ensuring they have access to the quality education they deserve.

## 2. Curriculum Changes

The Kenyan education system is undergoing a major shift from the long-standing 8-4-4 system to the new Competency-Based Curriculum (CBC). This transition has introduced significant changes to the high school curriculum, affecting not only what is taught but also how education is delivered and assessed.

Under the 8-4-4 system, students followed a linear structure of eight years in primary school, four years in secondary school, and four years in university. The focus was largely on academic performance and standardized exams, with limited emphasis on practical skills, creativity, or individualized learning. In contrast, CBC prioritizes practical learning, skill acquisition, and the development of competencies that prepare students for real-world challenges. The new system integrates continuous assessments, project-based learning, and a broader range of subjects, such as technical and vocational education, to cater to students' varied strengths and career aspirations.

As a Foundation dedicated to supporting students from needy backgrounds through their high school education, this shift presents unique challenges and opportunities, which we would first like to understand before we restructure our support.

# Partnerships & Collaborations

## 1. Donation from Capital Bay

In 2024, H&P Foundation was honored to receive a generous in-kind donation from Capital Bay Group, consisting of five laptops and an iPhone 11. This contribution directly supported one of our core pillars: providing comprehensive support and enrichment opportunities for our scholars beyond the classroom.

The laptops were distributed to scholars to enhance their digital learning experience, equipping them with essential skills such as typing, email communication, and online research. With these devices, our students gained access to vital educational resources, virtual internships, and online workshops, helping them build competencies necessary for the modern job market.

Additionally, the iPhone 11 was awarded to a high-achieving scholar in recognition of their exceptional performance. This device has facilitated better communication with the Foundation, ensuring continuous mentorship, guidance, and support throughout their academic and professional journey.

## 2. Grant from Cygnum Capital

In 2024, H&P Foundation secured a pivotal partnership with Cygnum Capital through a \$7,500 grant, marking a significant investment in our mission to support underserved students.

A substantial portion of the grant was allocated to career oriented programs, including a career fair and an internship program in the fourth quarter of the year. This provided scholars with hands-on experience across diverse industries and equipping them with practical skills for the workforce. Additionally, the funding supported mentorship programs, leadership training, and career development initiatives, ensuring that students gain the soft skills and professional exposure necessary for long-term success.

To highlight the impact of this grant, H&P Foundation produced a mini-documentary showcasing how these programs are shaping students' futures. This documentary serves as both a testament to the power of well-rounded education and a tool for advocacy, amplifying our efforts to address educational inequalities and champion systemic change.

# Outlook for 2025

## **1. Social media advocacy**

Use social media to raise awareness on the issue of excess school fees. This will be through writing of opinion pieces to be shared on social media

## **2. Expand funding options**

Expand funding options to cover all three pillars: education scholarships, extra-curricular, and education advocacy, specifically the costs of instituting legal action against schools.

## **3. Build partnerships**

Partner with organisations and individuals who are interested in tackling the issue of excess school fees, and leveraging those partnerships for further advocacy efforts.

## **4. Expand career fair and internship program**

We hope to double the impact of the career fair and the internship program by expanding its duration, reach, and participant diversity.

## **5. Streamline internal structures**

As we prepare for the transition to the Competency-Based Curriculum (CBC), we are working on refining our internal structures to ensure a smooth adaptation. This includes reviewing our program frameworks, enhancing mentorship models, and aligning our scholar support systems with the new requirements.

## **6. Recruit volunteers**

To strengthen our impact on the ground, we are actively recruiting more volunteers to support the implementation of our initiatives.



H&P FOUNDATION

# LET'S WORK TOGETHER

By joining forces with us, you can make a real difference in the lives of these students, enabling them to reach their full potential. Together, we can provide access to education, nurture talent, and build a brighter future. Join us to inspire, educate, and transform the next generation.

Partner with us today to create a lasting impact.

## Support Us



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