



2006-2021

SOCIAL IMPACT REPORT

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SINCE 2006

1,025

People with Disabilities
Employed

4,100

People in StepWise Workforce

12,850

Total Youth Trained

2021 AT A GLANCE

63

People with Disabilities
Employed

3,037

Income
Dependants

1,012

Impact
Workers



EXECUTIVE SUMMARY

This work aligns with



PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL

INTRODUCTION

StepWise is an impact sourcing provider with offices in the US and Kenya. With more than 15 years' experience delivering value to more than 300 customers across five continents, StepWise is one of the founders of the impact sourcing movement. As the first B-Corp. certified in East Africa, StepWise is equally passionate about profits and purpose.

Our purpose at StepWise is to prepare an inclusive talent pipeline and create sustainable employment for a technology-driven world. We leverage the power of technology, in particular AI, to train and upskill people from marginalized communities – with particular focus on people living with disabilities (PWD), and young women, to equip and empower them to fully participate in the new digital economy.

Over the past 18 months, our workforce of people with disabilities has grown from 12 to 63 people, demonstrating our commitment to economic empowerment of PWD.

Our work supports growth and development of AI and machine learning to solve Africa's difficult challenges and create global solutions in healthcare, education, and environment, and improve the lives of persons with disabilities through the creation of accessible assistive technologies.

StepWise is a member of UNDP's Business Call to Action (BCtA) with a commitment to an inclusive talent pipeline and create sustainable employment for a technology-driven world.

In Q4, 2021 we formally started the process to measure impact across our business. Our impact framework enables us to review our impact against our vision and goals, build trust and transparency among our stakeholders, and report on the difference we are making.

This report is intended to capture the overall contribution StepWise programs have made to the workforce in Kenya, and the impact - in this case jobs, income and dependents supported that would not have been attained without StepWise's programs - StepWise has made for women, People with Disabilities (PWD) and youth.

2021 Annual Impact Review

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StepWise	2021	All Time ⁵	VALUE
# Total Employed	1,119	4,100	
% Employed from Underserved Communities (Otherwise Unemployed)	90%		\$3,036,000
% Women Employed	50%		
% Men Employed	50%		
%. People with Disabilities Employed	6% (+81%)	1,025	\$189,000
# Income Dependents	3,037		

Zalego Academy	2015-2021 ⁵	VALUE
# Students Trained	2,500	
# Partial Scholarships	1,746	\$523,800
# Full Scholarships	17	\$10,800
# Paying Students*	737	
University Enrollment Rate	80%	
Job Placement Rate	8%	

Daproim	2006-2021 ⁵
# Trained in Digital Skills and Digital Campus Connect	10,350
Job Placement Rate	60%

Total Impact



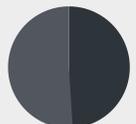
**TOTAL INCOME
FOR MARGINALIZED COMMUNITIES**
\$3,225,000

In 2016, 55% of youth in Kenya were unemployed (2). People with disabilities are unemployed at rates 40-60% higher than their peers (3). StepWise trains and employs people from marginalized communities and pays them 46% above the minimum wage.



**TOTAL YOUTH TRAINED IN
SOFTWARE & IT SKILLS**
12,850

Between both Zalego Academy and Daproim, StepWise has equipped nearly 13,000 youth with the soft skills, software development & IT skills to meet current and future tech industry demand



SUCCESSFUL OUTCOMES
49%

In an experimental study (4), StepWise surveyed alumni from both Zalego Academy and Daproim and found encouraging preliminary results regarding both job placement rates & university enrollment rates.

*Paying Students not considered "marginalized."
**Source: [AHA KHAN UNIVERSITY, 2016](#)

3. Source: [AGA KHAN UNIVERSITY, 2020](#)
4. Survey Data Unavailable

5. Note that the underlying data has not been provided to ImpactableX prior to 2021. All time figures referenced are internal StepWise claims.