

JULY 1, 2020 - JUNE 30, 2024
PHASE III

HIGHER EDUCATION FOR SISTERS IN AFRICA

Final Evaluation Report



PREPARED FOR: THE CONRAD N. HILTON FOUNDATION
GRANTEE: MARYWOOD UNIVERSITY
GRANT NUMBER: 16584 (PHASE II) & 24490 (PHASE III)
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Acknowledgements

This report was prepared by the Monitoring & Evaluation Unit within the African Sisters Education Collaborative at Marywood University.

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On the Cover: HESA alum, Sr. Vera Bi Kiekiseeh Otia, HH CJ, principal of St. Pius X Comprehensive and Technical College in Bota-Limbe, Cameroon, poses with students showcasing their technology projects.

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Higher Education for Sisters in Africa (HESA)

Program Evaluation Final Key Outcomes Phase III (June 2024)



5 OBJECTIVES



Provide opportunities for Catholic sisters to **access & obtain post-secondary education**.



Increase sisters' competencies in their fields, toward **greater effectiveness in their ministries**.



Increase sisters' capacity to **strengthen the sustainability & internal systems of their congregations**.



Assist HESA alumnae to use their acquired skills & knowledge to **enhance & sustain their ministries/congregations**.



Disseminate best practices & learnings from ASEC & HESA, as well as models of innovative access to education.

KEY OUTCOME FIGURES

24

Partnerships Maintained

Signings:

11 MOUs

20 FORs

1411

Total HESA Graduates

48% with Honors:

213 First Class

264 Second Class

119 Other

99

Sisters Have Withdrawn

Top 3 Reasons:

1. Left Congregation

2. Superior Request

3. Personal Issues

WORKSHOP SUCCESSES

Orientation Attendance Rate (N = 1,039)

98%

99% (n = 1039) of HESA sisters in Phase III reported that Orientation met or exceeded their expectations.

Reflective Learning Attendance Rate (N = 3,696)

90%

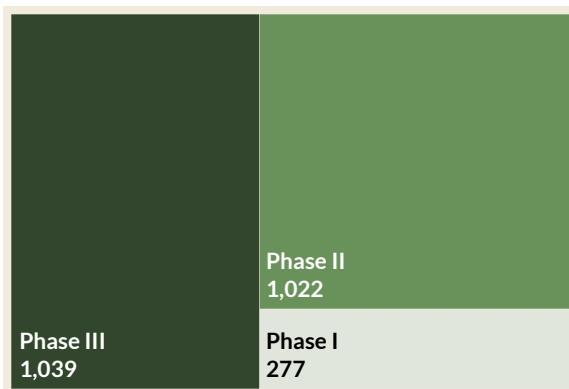
99% (n = 3480) of HESA sisters reported increased competency after completing Phase III RL Workshops.

Alumnae Workshop Attendance Rate (N = 3,036)

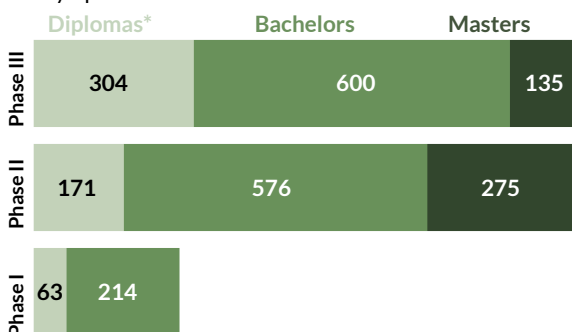
54%

98% (n = 1617) of HESA alumnae reported that Phase III Alumnae Workshops met or exceeded their expectations.

In Phases I-III, sisters have been served a total of **2,338** times by the HESA program. Representing **2,196** unique sisters from **281** distinct congregations.

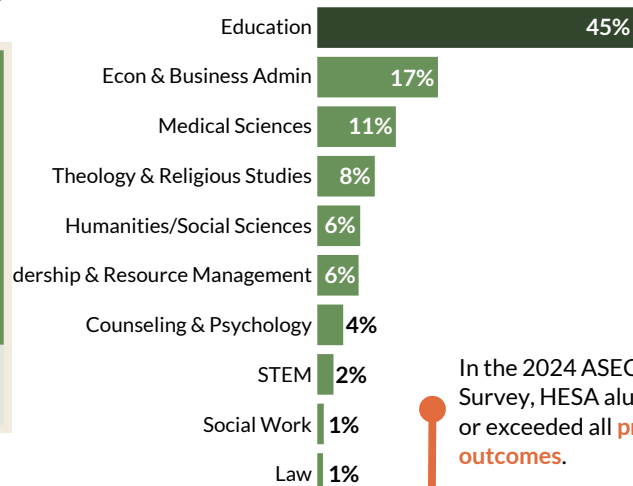


In Phases I-III, the majority of HESA sisters study for **bachelor's degrees**. Master's degrees were added as a study option in Phase II.

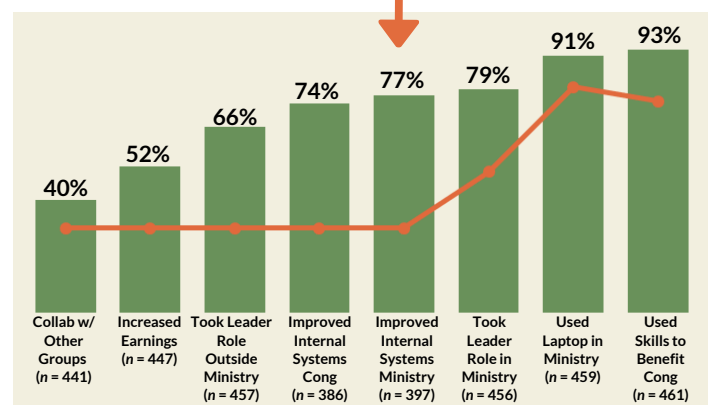


*Includes 1 certificate

In Phases I-III, 45% (N = 2,338) of sisters are studying in the field of education.



In the 2024 ASEC Alumnae Survey, HESA alumnae met or exceeded all **projected outcomes**.



Higher Education for Sisters in Africa (HESA)

Phase III, Year 4 Final Executive Summary



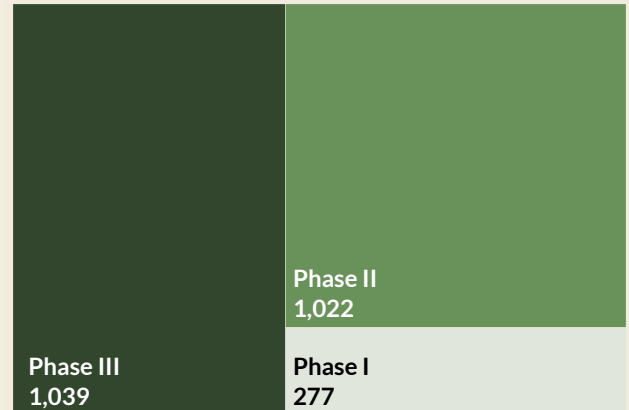
Data collected in Phase III indicate that **HESA has nearly met or surpassed all Phase III objectives (94%, N = 48)**. Programming in HESA Phase III was highly rated in satisfaction by participants with only slight recommendations for improvement. Challenges encountered in Phase III included numerous staffing changes, scheduling of the U.S. Faculty Meetings, and the number of HESA alumnae visited by M&E Officers. Continued data collection from Phase I-III graduates in the 2024 ASEC Alumnae Survey suggest that HESA alumnae are successful in implementing the education they obtained from the program, **creating positive impact at the ministerial, congregational, and societal levels**.

HESA Phase III Objectives include:

1. To provide opportunities for Catholic sisters in 10 African countries to access and obtain post-secondary education credentials through onsite and online distance learning;
2. To increase sisters in Africa's competencies and leadership capacities in their respective fields of study, towards greater effectiveness in accomplishing their ministries;
3. To increase African sisters' capacity to strengthen the sustainability and internal systems of their congregations;
4. To assist HESA alumnae to become lifelong learners, educators, and leaders who use their acquired skills and knowledge to enhance and sustain their ministries and/or congregations;
5. To disseminate best practices and learnings from ASEC and the HESA program, as well as models of innovative access to education.

HESA has grown to serve **2,196 unique sisters** (Phases I - III, 2,338 enrollments) from 281 congregations in 10 African countries since its inception in 2012. In Phase III, Year 4, a total of 100 **sisters** were recruited and enrolled in the program. Of the 2,338 total enrollments in the program, **828 sisters are currently enrolled** online or onsite at 24 partner higher education institutions (HEIs) and **1,411 sisters have graduated**.

Sisters have been served a total of 2,338 times in times in HESA Phases I, II, & III (2,196 unique sisters). In Phase III, Year 4 alone, 100 sisters were enrolled bringing total Phase III enrollments to 1,039.



Phase I - III Enrollments Levels of Study

- 410 Masters
- 1,390 Bachelors
- 537 Diplomas
- 1 Certificate

96%
Overall Retention Rate

95%
Phase II Retention Rate

97%
Phase III Retention Rate

PHASE III, YR 4 WORKSHOPS

5 Orientations held in 5 countries

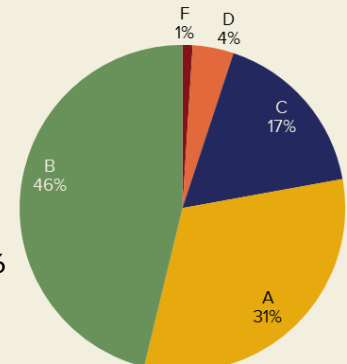
12 Reflective Learning Workshops held in 10 countries

22 ASEC Alumnae Workshops held in 10 countries

226
The number of distinct diplomas/degrees Phase I - III sisters are earning.

81%
Online to Onsite Transfer Success Rate

The majority of HESA Phase I-III students averaged a **B letter grade** per semester (N = 4,814 semester grade averages of 1,466 students).



Higher Education for Sisters in Africa (HESA)

Phase III, Year 4 Final Executive Summary Cont'd



HESA IMPACT PHASE III RESULTS

98%

felt supported and encouraged to continue the program by ASEC/HESA staff ($n = 823$).

98%

felt ASEC/HESA staff addressed concerns in a timely manner ($n = 823$).

98%

feel participating in HESA made them a better student ($n = 824$).

98%

feel more confident as a result of participating in the HESA program ($n = 824$).

97%

received a diploma/degree that will help meet the needs of their community ($n = 824$).

97%

received a diploma/degree that is relevant to their ministry ($n = 824$).

95%

gained specific skills from participating in the HESA program, that they otherwise would not have achieved ($n = 824$).

*Includes data from Phase II & III graduates

In total, 99 sisters have withdrawn from the program, accounting for an overall (Phase I - III) retention rate of 96%.

Data regarding the impact of the HESA program was gathered in Phase III using the End of Experience Assessment, ASEC Alumnae Surveys, the Funded Grant Reporting Form, the News Submission Form, and alumnae interviews. These tools, among others, have assisted in capturing the impact of the program at the ministerial, congregational, and human development levels. They have also informed program delivery and have resulted in program adjustments to address challenges.

In Phase III, the HESA program has continued to serve sisters in all 10 African countries and has overcome challenges by making necessary adjustments to improve the delivery of the program.



Over \$2.4 million raised in funding

through HESA alumnae community projects



590+ academic awards received

77% of HESA students average an A or B letter grade



690+ research contributions

58 are related to Catholic sisters in Africa

Igniting Hope for Human Trafficking Survivors

Sr. Jackline Mwikali Mwongela, IBVM

HESA Institution: Tangaza University College, Kenya

HESA Credentials: Bachelor of Arts in Sustainable Development

Graduated: November 2020

Current Ministry: Religious Against Human Trafficking (RAHT), Talitha Kum International, Project Manager

Sr. Jackline began working to counter human trafficking during her education practicum, completed as part of her HESA Bachelor's Degree. During her practicum, she worked to educate vulnerable children about human trafficking in the slum areas surrounding Nairobi, Kenya, a cause she became increasingly passionate about. She was then called in 2021 to serve as Project Manager for Religious Against Human Trafficking in Kenya, receiving grant funding to provide services to combat human trafficking.

ALUMNA SPOTLIGHT