

The Pangea Network
Kenya Women's Network Training of Trainers (KWN TOT)
Final Report - April 2024

Project Information	
Organization Name	The Pangea Network
Project Title	Kenya Women's Network Training of Trainers (KWN TOT)
Grant Amount	\$50,000
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2. *Recap briefly what outcomes the project was designed to achieve.*

KWN TOT Project Outcomes:

1. **Training Expansion:** 15 trainers trained across six counties, who will subsequently train approximately 350 women from their respective communities transitioning from an average of 125 women reached per year to 350 women within just one year.
2. **Enhanced Life Skills:** 350 women with increased basic knowledge of critical life skills through comprehensive training in areas such as Human Rights, Leadership, and Personal Development within a year.
3. **Livelihood Improvement:** Improved essential livelihood knowledge and skills amongst the 350 women through training in Basic Business Skills and Bookkeeping.
4. **Health and Nutrition:** Improved overall health and nutrition levels amongst 350 women through training in Personal Hygiene, Basic Nutrition, and Reproductive Health.
5. **Economic Empowerment:** Access to revolving funds for small business growth will lead to increased income levels and improved living standards for at least 60% of the women trained. This is projected to result in an average decrease in the likelihood of poverty from 25.4% to 7.8%.

3. *What was accomplished in connection with this project? Please address each stated objective. If any project objectives were changed, please also explain the circumstances leading to the modification of the objective(s).*

Objective I: Training of Trainers

The Pangea Network hosted a 10-day Training of Trainers (TOT) Summit spanning from 11th to 21st June, 2023 at Milele Hotel in Nairobi, Kenya. During this event, 17 newly recruited

trainers received comprehensive training, equipping them with knowledge, skills, and tools necessary to effectively facilitate upcoming training sessions. The curriculum covered various essential topics, including an introduction to The Pangea Network, strategies for teaching adult learners, and fundamental principles of training. They received training on the curriculum itself (comprising subjects such as; Gender & Human Rights, Women & Leadership, Bookkeeping, Basic Nutrition, and Basic Business Skills), and practical teaching experience.



Trainer Emelda Leading a discussion during the TOT Summit

Objective II: Recruitment and Training of New Groups

In September 2023, we recruited 16 cooperatives of 370 women to train in our KWN Empowerment training after vetting and conducting a needs assessment. Training started in October 2023 facilitated by our 17 trainers under the guidance of Pangea staff. The trainings took place in Siaya, Vihiga, Kwale and Homabay counties. The participants dedicated 3 days a month to acquire knowledge under the schedule below:

MONTH	TOPIC
October	Gender and Human Rights
November	Leadership
January	Bookkeeping
February	Basic Business Skills
March	Basic Business Skills & Personal Development Skills
April	Personal Development & Basic Nutrition



Dolrose conducting a training session to women in Homabay

The groups completed training in April 2024 and received Certificates of Recognition for their achievements. Below are some testimonials from participants:

“The lessons learnt are to improve our lives. I grasped from Personal Development how to manage stress as it affects many areas of our lives. If kept in check, someone can be a different and better person. I also learnt a lot in the business topics on how to calculate profit and loss, how to market and how to manage different people involved in my business. I am grateful for bringing this program to us. It has uplifted us as women.” - Elizabeth Were, Vihiga

“The sessions were well driven by our facilitators; they taught us new things and answered our questions very well. I personally enjoyed the topics in Personal Development, specifically good grooming and hygiene. Finally, the Gender and Human Rights topic enlightened me on many issues that I didn’t know how to handle. I am happy for the knowledge I have received, thank you.” - Lidya Lukoye

Objective III: Stimulate the growth or creation of 223 micro-businesses by facilitating access to business funding

The groups were trained on proposal writing and can approach Pangea and other entities for funding. Through additional funding, all the groups can receive a revolving fund to grow their businesses.



Alice, Christine, and Allyson with women of Green Born Women Cooperative during Graduation

4. *Have the number of beneficiaries changed? To report this, please refer to the original numbers in your grant proposal under Number of women and girls Directly Impacted and Indirectly Impacted.*

A total of 387 women directly benefited, surpassing the initial plan of 365 beneficiaries. Within the Training of Trainers (TOT) component, 17 trainers were successfully trained, exceeding the initial target of 15. Additionally, the Empowerment training saw the successful training of 370 women, surpassing the initial goal of 350. These outcomes were facilitated by the implementation of cost-saving measures within the project, which allowed for the inclusion of an additional 22 beneficiaries, thus contributing to the project's overall success.

5. *What challenges did you face in connection with this project? How did you address these challenges?*

The inclusion of two more trainers represents a valuable resource, which will empower an extra 50 women. Nonetheless, we had to explore strategies to address the financial challenges associated with accommodating these two additional groups.

Plans to provide training opportunities to women within our KWN Network changed as a result of limitations related to their availability, stemming from factors such as age, illness, work commitments, and family obligations. In order to ensure the efficiency and effectiveness of

our project, we broadened our pool of trainers (TOT's) to include individuals from Pangea's ASRH program and other networks.

6. *Is your organization or project situation different than presented in the approved proposal? For example, new executive director, significant project staffing changes or NGO affiliation, loss of large funding, or other significant changes?*

There is nothing that occurred that is different than what was presented in the approved proposal.

7. *What were the most important lessons learned?*

I) Having regional trainers in the areas we work gives some level of flexibility that accommodates the women's lifestyle, thus enabling them to attend the training fully and still run their businesses as required.

II) When recruiting trainers on a part-time basis, there is a risk that they may get a full-time job. Going forward, it would be prudent to find ways of retaining some of the trainers on a full-time basis or training and recruiting new trainers to prevent a vacuum.

8. *What has changed within your organization as a result of this project?*

The organization's outreach capacity has significantly expanded with the addition of 17 trainers. This project empowered 370 women; a substantial increase compared to the previous annual reach of 125 women. With increased funding, our ability to reach a larger demographic of women is augmented.

9. *Describe the unexpected events and outcomes, including unexpected benefits.*

By the end of the KWN empowerment training, two trainers left for other work-related engagements and will not be available for the next training. Additionally, in March 2024 we trained two new trainers allowing us to meet the number of targeted beneficiaries annually.

10. *Did you change your strategy as a result of obstacles you encountered? How will you address these challenges in the future?*

A large pool of trainers will ensure there is no vacuum in training in the event trainers are not able to meet their training obligation. We plan to recruit at least 2 trainers annually as we explore strategies to retain some of them in-house on a full-time basis.

11. *Approximately how many lives have been touched, both directly and indirectly, by the project?*

The project has directly impacted the lives of 387 people comprising 17 Trainers and 370 women in 16 cooperatives. (Kwale - 47, Siaya - 55, Vihiga - 85, Homabay - 183). Indirectly, the project has impacted 2,223 people comprising the household of the women in the cooperatives.

12. *What are the measurements used to monitor success and how was this information measured? (e.g., surveys, observation)? Be specific and include measurable results.*

In the training, surveys are administered at the beginning and at the end of the training sessions. Initial baseline surveys revealed a clear need for training, with knowledge levels across various modules averaging at 45%. However, post-training, the average retention rate significantly increased to 74%, showcasing the program's success in knowledge retention. Notably, participants demonstrated impressive levels of knowledge retention, with Leadership emerging as the most understood topic at 84%, while Basic Business Skills exhibited the lowest retention rate at 64%, due to its more complicated lessons, which is why refresher workshops will be given. The participant feedback underscores the program's efficacy, with a significant majority expressing confidence and capability in areas such as business management, financial record-keeping, and personal development. From the responses obtained, it is clear to see the trajectory in increase of knowledge and positive changes among the women in other areas of their lives.

We have attached a separate document showing the survey results across subjects.

13. *If the project is ongoing, provide plans and expectant results, including projected timeframe.*

Each trainer will train a women's cooperative of at least 25 women resulting in 425 women trained in 2024 and subsequent years. Trainings will be extended to other counties benefitting at least 125 women and holding Training of Trainers for two women to ensure continuity of projects within the county.

To meet Objective III, successful applicants from the 2023-2024 cohort will have access to a revolving fund, which will extend their participation in the program by another three years. This is subject to the availability of funds.

14. *Provide a detailed list of all expenses incurred during the grant cycle which have been paid for with the Together Women Rise grant.*

Please see Actual Expenditure Report in Dropbox folder

15. *Did this grant relationship with Together Women Rise assist your organization in obtaining other funding, partnerships with other organizations, or public recognition in some capacity?*

Through this program, the Pangea Network was able to gain a partnership with a couple in California who were looking to empower women in a remote village in Narok County of Kenya. This couple found us through the *Together Women Rise* online platforms and reached out. Thanks to Together Women Rise, Pangea has been able to begin working with two women cooperatives in Narok County comprising of approximately 80 women. Since then, the organization recruited and trained two trainers in March 2024, bringing the number of trained trainers to 19. Consequently, this will increase the number of women beneficiaries to over 450 each year.

We are so grateful to Together Women Rise for this incredible opportunity to expand our KWN program. The new trainers are so empowered and excited to be a part of sharing this life-changing knowledge with women in their communities.

It has been such a joy for us to connect with your community of supporters, to share in our passion for bringing such efforts to places that need it most and to women who are paying it forward in every way. From towns in the U.S. to remote villages in Kenya, you have brought us together to make our world a better place through the power of women. Thank you for being the change.