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**On the Cover:** Mwenge Catholic University, Tanzania HESA graduates celebrate their achievements in November 2021.

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Higher Education for Sisters in Africa (HESA)
Program Evaluation Key Outcomes Phase III, Year 2 (June 2022)

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
- Renewals: 4 MOUs
- 3 FORs

858 Total HESA Graduates
- 55% with Honors:
  - 143 First Class
  - 147 Second Class
  - 99 Other

79 Sisters Have Withdrawn
- Top 3 Reasons:
  1. Left Congregation
  2. Institution Request
  3. Personal Issues

Workshop Successes

97% Orientation Attendance Rate (N = 282)

90% Reflective Learning Attendance Rate (N = 949)

44% Alumnae Workshop Attendance Rate (N = 768)

In the 2022 ASEC Alumnae Survey, HESA alumnae met or exceeded all projected outcomes.

In Phases I-III, sisters have been served a total of 1,886 times by the HESA program. Representing 1,775 unique sisters from 265 distinct congregations.

In Phases I-III, 43% (N = 1,886) of sisters are studying in the field of education.

<table>
<thead>
<tr>
<th>Field</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education</td>
<td>43%</td>
</tr>
<tr>
<td>Economics &amp; Business Admin.</td>
<td>16%</td>
</tr>
<tr>
<td>Medical Sciences</td>
<td>11%</td>
</tr>
<tr>
<td>Theology &amp; Religious Studies</td>
<td>8%</td>
</tr>
<tr>
<td>Humanities &amp; Social Sciences</td>
<td>7%</td>
</tr>
<tr>
<td>Leadership &amp; Resource Mgmt.</td>
<td>6%</td>
</tr>
<tr>
<td>STEM</td>
<td>3%</td>
</tr>
<tr>
<td>Counseling &amp; Psychology</td>
<td>3%</td>
</tr>
<tr>
<td>Social Work</td>
<td>1%</td>
</tr>
<tr>
<td>Law</td>
<td>1%</td>
</tr>
</tbody>
</table>

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.

<table>
<thead>
<tr>
<th>Phase</th>
<th>Diplomas</th>
<th>Bachelors</th>
<th>Masters</th>
</tr>
</thead>
<tbody>
<tr>
<td>III</td>
<td>159</td>
<td>343</td>
<td>85</td>
</tr>
<tr>
<td>II</td>
<td>171</td>
<td>576</td>
<td>275</td>
</tr>
<tr>
<td>I</td>
<td>63</td>
<td>214</td>
<td></td>
</tr>
</tbody>
</table>

*Includes 1 certificate

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Data collected in Phase III, Year 2, indicates that HESA is on track to meet or surpass all Phase III objectives by the end of the phase. Programming in HESA Phase III, Year 2, continued to be highly rated in satisfaction by participants with only slight recommendations for improvement. Continued data collection from Phase I and II graduates in the 2022 ASEC Alumnae Survey also suggests that HESA alumnae are successful in implementing the education they obtained from the program, creating positive impacts at the ministerial, congregational, and societal levels. It is anticipated that HESA Phase III will also be successful and the continuation of the program will create even more positive impacts for Catholic sisters in Africa.

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 1,775 unique sisters (Phases I - II, 1,886 enrollments) from 265 congregations in 10 African countries since its inception in 2012. In Phase III, Year 2, a total of 282 sisters were recruited and enrolled in the program. Of the 1,886 total enrollments in the program, 949 sisters are currently enrolled online or onsite at 24 partner higher education institutions (HEIs) and 858 sisters have graduated.

Sisters have been served a total of 1,886 times in HESA Phases I, II, & III (1,775 unique sisters). In Phase III, Year 2 alone, 282 sisters were enrolled bringing total Phase III enrollments to 587.
Higher Education for Sisters in Africa (HESA)
Phase III, Year 2 Executive Summary Cont'd

HESA IMPACT 2022 Alumnae Results

99%
feel participating in HESA made them a better student (n = 228).

99%
received a diploma/degree that is relevant to their ministry (n = 228).

99%
received a diploma/degree that will help meet the needs of their community (n = 228).

99%
felt supported and encouraged to continue the program by ASEC/HESA staff (n = 228).

98%
feel more confident as a result of participating in the HESA program (n = 229).

97%
felt ASEC/HESA staff addressed concerns in a timely manner (n = 228).

93%
gained specific skills from participating in the HESA program, that they otherwise would not have achieved (n = 230).

*Includes data from both Phase I & Phase II graduates

In total, 79 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, Year 2, using the End of Experience Assessment, ASEC Alumnae Surveys, the Funded Grant Reporting Form, the News Submission Form, and virtual 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, Year 2, 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 $2.1 million raised in funding through HESA alumnae community projects
380+ academic awards received
82% of HESA students average an A or B letter grade
360+ research contributions
42 are related to Catholic sisters in Africa

Preparing Nigeria's Future Accountants
Sr. Angela Chineanye Ibe, SSH

Institution: Veritas University College, Nigeria
Credentials: SLDI Administration, Bachelors & Masters in Accounting

Sr. Angela Chineanye Ibe, SSH is currently an assistant lecturer in accounting and course advisor at Veritas University College in Nigeria. Since graduating from the HESA program with both her Bachelor’s and Master’s degrees in Accounting, Sr. Angela has worked to contribute to research related to accounting practices in Nigeria and helps students grow academically. In her position, she teaches an average of 120 students, serves as a course advisor to nearly 40, and mentors an additional 60 students, annually. Sr. Angela is improving the economic development of her country by preparing her students to be well-trained, ethical leaders.

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