

HONORIS IMPACT REPORT

2022

**INCREASING
ACCESS TO
QUALITY
EDUCATION
AT SCALE
TO TRANSFORM
AFRICA**

HONORIS

UNITED UNIVERSITIES



HONORIS

UNITED UNIVERSITIES

#EDUCATIONFOR

**1,000,000+
LIVES
TRANSFORMED
ACROSS
AFRICA**

**MEASURING
IMPACT**

THE HONORIS MISSION
TO TRANSFORM
THE LIVES OF MILLIONS
THROUGH RELEVANT
EDUCATION



IMPACT®

HONORIS

The first pan-African private
higher education network.



INTRODUCTION

Dr Jonathan LOUW,

Group CEO
Honoris United Universities

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I am delighted to present to you the Honoris Impact Report for 2022, our second report. Whilst last year's Inaugural Impact Report served as the foundation of our reporting method introducing the impact score, our six core impact pillars, and our alignment to the UN SDGs since Honoris inception in 2017, this report serves as a comprehensive update of our progress and commitment to making a positive difference in the world.

As Group CEO, it is my privilege to observe so many dedicated individuals across our diverse African network who are passionate about driving meaningful change and creating lasting impact, continuing to provide relevant education for the lifetime success of our students.

Over the past year, the world has faced unprecedented challenges, yet we have remained steadfast in our mission of Education for Impact. This report is a testament to our collective efforts and the outcomes of our student centricity, through initiatives, partnerships, and tireless dedication of the People of Honoris.

In 2021, we announced that we had transformed more than 770,000 lives through our network of 15 higher education institutions. It is with great pride that I am pleased to reveal that we have increased our impact by 16%, reaching a significant milestone by transforming 1 million lives across Africa.

We continue to widen access to quality education for Africa's future leaders. By disrupting traditional pedagogies with innovative, relevant academic models, we are able to prepare African talent with the skills, experience, mindset, and aspirations to achieve their full potential and transform their communities.

2022 was an exceptional year for our network. We were welcomed into the New Champions cohort of the World Economic Forum, a group of 118 dynamic high-growth companies (amongst which only 8 are African), that are championing new business models, emerging technologies, and sustainable growth strategies in the Fourth Industrial Revolution. In August, we entered the New Champions Awards - which recognizes the achievement of member organizations that are creating a lasting impact in their industries.

Honoris was selected as the winner of the New Champions Award 2022 for Excellence in Adaptive Capacity. Adaptive capacity is the ability of people, organizations, systems, and institutions to respond to extraordinary external change not only to maintain their position but to adjust and thrive in a new normal. Our transformative education model takes a student-centric approach that guides all strategies, in from Student Acquisition, Student Experience, Student Employability and through to Alumni Engagement.

Akin to our own values of collaborative intelligence and mobile mindsets, WEF believes that progress happens by bringing together people from all walks of life who have the drive and the influence to make positive change. Upon receiving this news, I shared my sincere congratulations and gratitude to every member of the Honoris network whose collective efforts gained recognition at the highest level in organizations that strive to make a positive impact in the world.

Creating a more sustainable and equitable future is paramount. Africa has the opportunity, through our demographic dividend youth, to set the pace of human talent development with resilience and agility, harnessing innovation to prepare the global workforce of tomorrow.

As you navigate this report, I hope you enjoy the stories and achievements that highlight the breadth and depth of our impact across Africa. We remain resolute in our commitment to driving even greater positive change in the year ahead.

Together, we can build a more sustainable, inclusive, and prosperous future for all.

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SPECIAL REMARKS

Julia DEVOS,

Head of the New Champions Community
World Economic Forum

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In 2022, Honoris was selected to be part of our World Economic Forum New Champions community, an exclusive network of mid-size purpose-driven organizations. In addition, among numerous other member contenders, and due to their exceptional advancement in innovation and business transformation, Honoris stood out as the deserving recipient of the 2022 New Champions' award in the adaptive capacity domain.

We are truly delighted to have them as an integral part of our community, where they consistently contribute with their thought leadership in the field of education and their inspiring vision for Africa's future leaders. These leaders of tomorrow envision themselves to be conscientious, committed to elevating their nation and positively impacting the world and Honoris is helping them to achieve this vision.

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5



REFLECTING ON THE HONORIS JOURNEY

Shami NISSAN,

Partner, Sustainability
Actis

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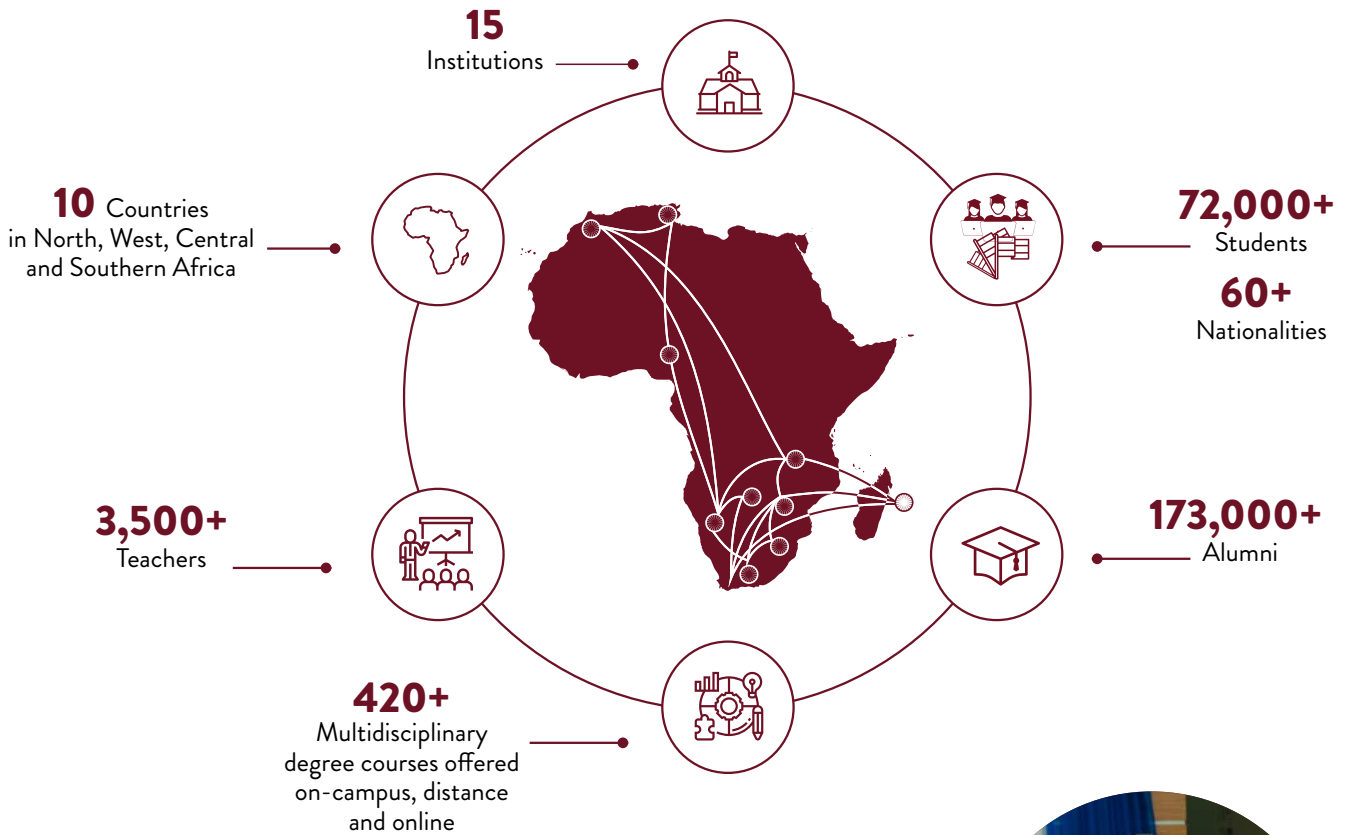
I am proud and delighted to say that Honoris is one of the most impactful companies in the Actis portfolio. Over the years of our partnership together, the genuine commitment and determination to live up to the mission of Education for Impact has been plain to see by all of us at Actis. Honoris is always striving to improve and to broaden its reach, the number of people it touches and the quality of education outcomes it offers.

Honoris's work in delivering accessible, high quality education in Africa, focused on employability and 21st century skills is more critical now than ever, to develop tomorrow's homegrown leaders. Congratulations to Honoris for its achievements to date, and we look forward with excitement for more to come.

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HONORIS @ A GLANCE



QUALITY OF LEARNING



EMPLOYABILITY



INNOVATION



COMMUNITIES

SUSTAINABILITY

NETWORK



#EDUCATION FOR IMPACT®

Higher education is rapidly being shaped by emerging critical themes and in Africa, a widening skills gap overlaps with a rapidly growing youth demographic. To harness this as a demographic dividend and not a hindrance, we must focus on innovation, by disrupting traditional pedagogies with innovative, relevant academic models, preparing talent with the skills, experience, mindset, and aspirations to achieve their full potential and transform their communities.

Innovation has long been recognized as the driving force behind societal progress and economic growth. But for innovation to have a practical effect, a deliberate and adaptive approach is required through testing, learning, and scaling solutions, whilst building cross-functional and cross-border teams that harness new technologies and approaches to increase quality and scale.

To achieve this, Honoris United Universities, backed by leading global investment firm Actis, is the first and largest pan-African network of private higher education institutions. Through the joined expertise of its member institutions (in North, West, Central, and Southern Africa), Honoris is committed to transforming lives by providing relevant education for lifetime success. Honoris lives its core values of collaborative intelligence, cultural agility, and mobile mindsets through its mission of Education for Impact across the continent.

Formed in 2017 and leveraging its incredibly diverse network of 15 institutions across Africa, Honoris has transformed 1 million lives to date and upholds a legacy of 250 years of experience in education. Championing new methods of delivery and technologies and partnering with the world's leading EdTechs, the network has developed a tailor-made academic model designed to address Africa's key educational challenges in a fast-changing and globalized world to improve the employability and life skills of graduates in the Fourth Industrial Revolution (4IR).

This second Honoris Impact Report takes a lens to the impact that has been achieved for students, their families, their communities, and the African continent during 2022. To better reflect and examine the extent to which Honoris has transformed the lives of learners throughout its 10 countries of operation in Africa, the report reexamines the Honoris core impact pillars: Quality of Learning, Employability, Innovation, Communities, Sustainability, and Network.

We are committed to transforming the lives of our students through relevant education for lifetime success.

We Educate for Impact.



COMMITMENT TO THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

Honoris demonstrates a contribution towards 12 of the 17 SDGs across each core Honoris Impact pillar. To support the objectives of the Goals to end poverty, protect the planet, and ensure prosperity for everyone by 2030, Honoris recognizes that a collective effort is required – involving its own employees and the many partners united to Honoris institutions, from governments and regulators, communities, employers, associations, to academic organizations.





MEASURING IMPACT

Laura KAKON,

Group Chief Growth and Strategy Officer
Honoris United Universities

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Our commitment to sustainable growth and positive societal impact is integral to our long-term success. Without rigorous measurement, it becomes impossible to ascertain the true impact of our achievements and initiatives. Our Honoris Impact Report is key to understanding our influence and using that knowledge to drive meaningful change, operating with integrity, accountability, and a genuine sense of responsibility towards society and the environment.

Progress is a journey fraught with challenges, setbacks, and, most importantly, opportunities to learn and improve. Measuring and reporting our social impact is not just an obligation, but a conscious choice to pave the way for a more sustainable and equitable future.

We worked closely with our sponsor, Actis, in light of its award-winning focus on impact investment, to update the Honoris Impact Score, which measures the positive social and environmental impact of investments and enables comparison across sectors and geographies.

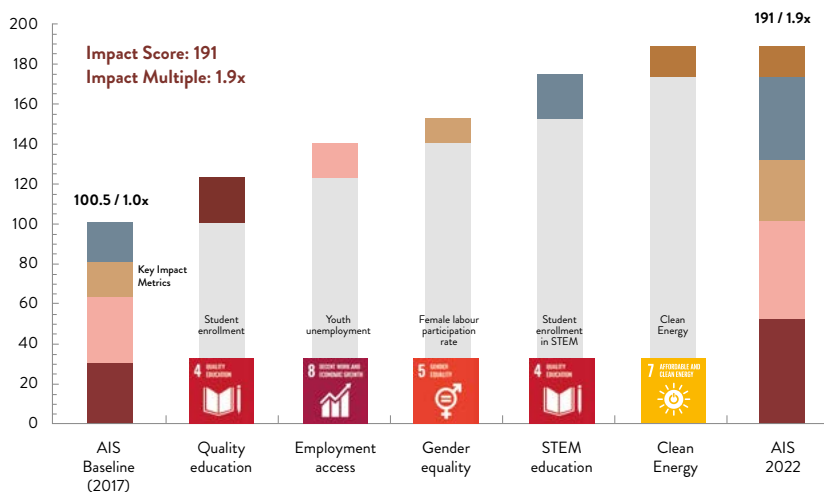
We are proud to announce that we successfully improved our impact score by 16 points from 175 in 2021 to 191 in 2022, achieving further recognition in two categories, Quality Education & STEM Education, and welcoming an additional category, Clean Energy.

The score therefore once again demonstrates that Honoris delivered transformational progress in Quality Education; Employment Access; Gender Equality; STEM Education, and Clean Energy.

The addition of SDG7: Clean Energy, also increases our contribution to the United Nations Sustainable Development Goals to 12, up from 11 in 2021. We continue to support the objectives of the Goals to end poverty, protect the planet, and ensure prosperity for everyone by 2030, by harnessing a collective approach both internally and externally among our many global stakeholders.

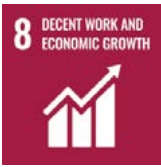
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Honoris Impact Score 2022





4 QUALITY EDUCATION



8 DECENT WORK AND ECONOMIC GROWTH

QUALITY OF LEARNING



INCREASING ACCESS TO QUALITY EDUCATION IN AFRICA

As global disruption continues to reshape the world of work, the imperative to provide quality, relevant education has never been more critical.

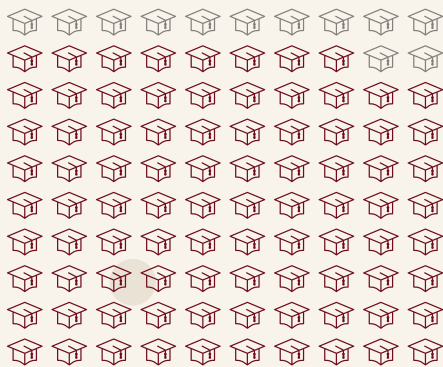
Our innovative and future-oriented learning approach widens access to quality education for African learners, building capacity in critical skills to drive student success and transformation of the continent.

For Honoris, quality learning goes beyond the transmission of knowledge and aims to empower learners with the skills, requirements, and mindset necessary to thrive in a rapidly changing world. The development of education, teaching, and learning must align with the digital transformation witnessed across varying industries, particularly fast-growing employability sectors such as **STEM, business, and health**.

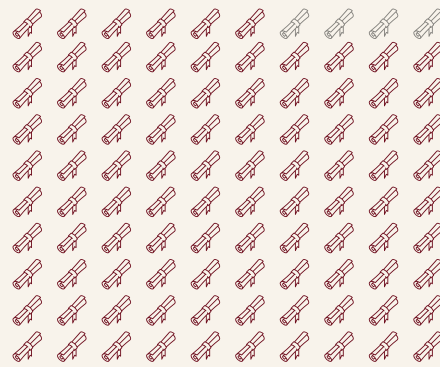
Our academic models allow learners to transfer their knowledge and skills to new contexts and solve complex problems effectively. Thanks to this approach, engaged learners are more likely to retain information, develop critical thinking skills, and apply their learning in real-world contexts.

At Honoris, the average success rate of our students is 88%, and we are encouraged to find the attrition rate decrease for another year, falling from 4.6% in 2021, to 4.4% in 2022.

88 % success rate



4,4 % attrition rate



88%
Student
success rate

Honoris institutions repeatedly receive international accreditation, recognition and awards for their transformative approaches and levels of quality.



CASE STUDY

ESPRIT Group, Tunisia, retained a 100% student success rate in 2022. All of its academic programs are EUR-ACE labeled, through the French accreditation agency 'Commission des Titres d'Ingénieurs' (CTI). The CTI is a founding member of the European Network for Accreditation of Engineering Education (ENAE) since its foundation in 2006, ensuring the highest quality, effectiveness, and compliance with international standards in engineering.



CASE STUDY

Our pioneering **Medical Simulation Center** in Tunis remains one of the first centers of its kind in Africa to be accredited by the US-based Society for Simulation in Healthcare. More than 5,000 students, 400 healthcare professionals, and 60 obstetricians from Northern and Sub-Saharan Africa have been trained through its programs, which deliver world-class teaching and learning. We continue to assess opportunities for the expansion of the MSC into other Honoris markets across Africa, such as Nigeria.



Honoris Medical Simulation Center training:

5,000

students, **400** healthcare professionals, up from **4,000** students and **250** healthcare professionals in 2021

2022 saw the launch of 27 new programs to build our diverse academic portfolio, answering the increased demand from learners for accessible learning options. Our academic offering includes degrees in the fields of Medicine, Health Sciences, Engineering, IT, Business, Law, Architecture, Creative Arts, Fashion and Design, Media, Political Science, and Education at undergraduate, postgraduate, Master, and Doctorate levels.



CASE STUDY

In August, **MANCOSA** launched its School of Healthcare to address the Continuous Professional Development needs of healthcare workers in South Africa. Backed by MANCOSA's 27 years of experience in distance and online higher education, the School of Healthcare serves to meet the ever-changing demands placed on the country's fragile and complex post-pandemic health workforce.



CASE STUDY

Similarly, increased access to healthcare in Morocco continues to drive the need for quality nurses and health professionals. **Université Mundiapolis de Casablanca** extended its multidisciplinary portfolio into the Health Sciences sector, answering the skills gap in this critical component of the country's development trajectory and providing high-quality talent through tailored programs.

27

New programs
in 2022

To widen the breadth and collaborative intelligence of the network, Honoris builds partnerships with other academic organizations, institutions, and foundations across the globe.



16

Since its inception in 1951, the Lindau Nobel Laureate Meetings have developed into a unique international scientific forum. The annual meetings provide an opportunity for exchange among scientists of different generations, cultures, and disciplines – harmonious with the Honoris mission to increase participation and research in natural sciences and economics across Africa. This milestone event is an opportunity for young scientists to meet existing Nobel Laureates for cross-generational and interdisciplinary exchange and inspiration.

Two economics students from **REGENT Business School** in South Africa successfully completed the multi-stage selection process in 2022, whilst four students from the previous year were invited back to participate as the landmark event returned to in-person format in Germany.



By 2100, 43% of the world's population below the age of 24 will be Africans. We have the potential to provide the global workforce of the future, but we must ensure that students receive the quality education that provides the skills necessary to succeed. The skills gap in Africa continues to cause concern to business leaders. Whilst globally 63% of CEOs are concerned about the availability of key skills in the talent pipeline, 50% of African employers state that job seekers' skills do not match their needs, with an estimated 62% in sub-Saharan Africa being deemed as undereducated.

Work-integrated learning is another solution that benefits both students and employers. In certain markets, Honoris institutions work closely with corporate partners to co-design curricula that prepares graduates with real-world industry experience, in some cases involving time spent working in the offices of the business whilst still attending classes and examinations at the institution.

Honoris institutions' leadership and faculty across the continent continuously strive to enhance the learning experience through quality education to increase student outcomes.



CASE STUDY

Last year we reported on the success of our Honoris 21st Century Skills Certificate, the first transversal program launched through the **Honoris Online Academy** in all Honoris institutions. More than 23,000 learners have completed the course, up from 10,000 in 2021, which embeds the key digital and soft skills required for the new world of work. The fully online program trains learners in the eight skills most in demand by employers: behavioral intelligence, critical thinking, creativity and design thinking, communication, collaboration, coding, data analytics, and entrepreneurship.



Honoris 21st Century Skills Certificate

23,000

learners, up from 10,000 in 2021

HONORIS

UNITED UNIVERSITIES
CAREER CENTRE



EMPLOYABILITY

IMPROVING ENTRY TO THE JOB MARKET AND ECONOMIC EMPOWERMENT AT SCALE

The employability of African graduates continues to be one of the most pressing urgencies for educators on the continent.

We are committed to nurturing employability in Africa through an Employability Mandate that leverages partnerships with employers, builds state-of-the-art career centers, takes an intentional approach to supporting gender parity, and contributes to Africa's vibrant entrepreneurship ecosystem.

By leveraging the power of our network, we develop market-ready curricula that provide students with soft skills, digital capabilities, and real-world competencies to apply at the onset of their employment.

We are increasing student success at scale across the continent, growing the number of graduates from **18,000 in 2021 to 22,000 in 2022, an increase of 22%**. Thanks to this intentional focus on strengthening the employability function, **83% of Honoris graduates gain access to the job market within 6 months of graduating**. This increase from 80% reported in 2021 is thanks to our continued mission to ensure that graduates entering the workforce are equipped with 21st-century skills - technical, digital, and soft skills - to thrive amidst the Fourth Industrial Revolution. **Across the network, our school leavers attained an employment rate of 75% while our working adults maintained an employment rate of 88%.**

With over 400+ partnerships with employers in 2021, our pan-African network cultivated relationships to double this number **to over 800+ employers across the globe in 2022**. These partners, who cover more than **12 different industries**, are integral to the shared success of our world-class institutions and the impact our students have on their communities after graduation. As the talent partner of choice for Africa, our institutions offer a menu of recruiting, work-integrated learning, and talent-sourcing services to employers, from which in turn students and alumni equally benefit.

For two consecutive years, we have found that Honoris graduates achieve a short payback period that is **less than one year**, meaning that most alumni's first annual salary is higher than their total tuition fees. Retaining industry professionals as educators is a sure way of giving students the necessary preparation and support to achieve such low payback periods.



83%
Employability Rate,
an increase
of 3pts vs 2021

800+
Employer Partners,
twice the number
vs 2021



CASE STUDY

In South Africa and Morocco, our institutions **FEDISA** and **EAC** both understand the importance of synergies with industry to increase student success. Cape Town and Sandton-based FEDISA, South Africa's premier fashion school, builds industry partnerships with top retailers like The Foschini Group (TFG) and Cape Union Mart to be the preferred partner for industry talent. Whilst at EAC in Casablanca, the first state-recognized private Architecture School in Morocco, practical, project-based workshop teaching is led by students under the supervision of professional teachers, with a supervision ratio of 17 to 20 students per teacher. Almost 100% of EAC faculty are practicing architects.



Whilst we continue to adapt and scale our mandate across our pan-African network, we take a measured approach to ensure this is reflected in the perception of Value for Money for our students. Whilst assessing the value of their education at an Honoris institution and upon entering the world of work, students rate Value for Money at an encouraging 81%, an increase from 79% in 2021.



We also welcomed a new Career Center to the network building our total to 23 physical and digital centers, up from 22 in 2021. Launching in Tunisia at ESPRIT Group, the Honoris Career Center provides critical support for students to successfully transition from academia to the workplace.

In 2022, Tunisian student Latifa Sassi graduated from ESPRIT School of Engineering with a National Engineering Degree specializing in Data Science. Through the experiences of an internship with Orange Tunisia and the added services of the ESPRIT Career Center, Latifa was able to seamlessly enter the workforce immediately upon graduation, now specializing as an AI Engineer for US-based firm Revca.

“

Holding my graduation cap and announcing proudly that my dream came true and the hard work has paid off. I am so proud to graduate from ESPRIT as a Software Engineer specializing in Data Science with the «Highest Honors». I would like to thank Orange Tunisie for giving me the chance to expand my professional career and to express my deepest thanks to my academic supervisor Nesrine Bouazizi for her support and care, and to my professional supervisor Mohamed Chedli Ben Yaghlane.

”

81%

Value for Money, an increase of 2pts vs 2021
Time to Find Employment, an average of 2.6 months
Payback Period, less than one year's annual salary

23

Career Centers, up from 22 vs 2021



Latifa SASSI
AI Engineer at Revca
and 2022 ESPRIT Alumna



CASE STUDY

At South Africa's **Red & Yellow** Creative School of Business, faculty embed the need for the most in-demand skills from employers into the curriculum. Its impressive 93% employability rate after just two months upon graduation is proof of the relentless efforts to constantly stay abreast of the changing nature of work. In 2022, R+Y introduced

the short course 'Designing for the Metaverse', a first in the Honoris network and a beacon to other higher education institutions who seek to adapt accessibility and pedagogy to the constantly evolving business landscape.

Cape Town and Sandton-based FEDISA Fashion School leverages mutually beneficial employer partnerships to drive value for graduates and for organizations in search of talent. FEDISA launched a state-of-the-art technology lab alongside The Foschini Group (TFG) for its aspiring designers, providing access to some of the most globally advanced machinery and giving students a clear competitive advantage upon entering the workplace.

“

Searching for institutions that deliver quality has been a big priority of ours, but I have long stopped doing that because we found exactly what we needed in FEDISA. We are a firm believer that the quality of the people that we get from FEDISA are of the best in the country and in my personal opinion probably the best to traverse the world and make a successful career for themselves.

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Travell REES
Mens Fashion - Managing Director
The Foschini Group

Entrepreneurship has the power to drive economic growth and development across Africa, alleviating poverty through the creation of income-generating opportunities for communities across the continent. We embrace our responsibility to nurture tomorrow's job creators, by growing our support of innovation and entrepreneurship across the network. Promoting entrepreneurship and startup culture in the classroom encourages entrepreneurial spirit and provides key 21st-century skills to African talent. Students are increasingly opting for entrepreneurship courses or shorter modules that provide key entrepreneurial skills. Throughout our institutions, almost 5% of our students choose to study a course in entrepreneurship, representing over 4,000+ students.



CASE STUDY

We opened the Honoris **Collective Lab** in Tunisia to break down silos and bring together multiple stakeholders to develop entrepreneurial talent across our education hubs in Africa. In 2022, almost 300 entrepreneurs have been incubated with 26 scalable start-ups created, raising more than \$220k in seed capital. The Collective Lab, as a member of the powerful AfriLabs network of hubs across Africa, has since expanded into Nigeria, where students also have the opportunity to learn from corporate partners like Huawei and Amazon Web Services. Whilst measuring the outcomes of our diversified Employability Mandate, fundamentally our institutions are driving the economic empowerment of our graduates, increasing access to quality jobs, nurturing job creators, and in turn, transforming communities across Africa.



COLLECTIVE LAB
HONORIS UNITED UNIVERSITIES

OUT OF THE BOX ...



- 9** INDUSTRY, INNOVATION AND INFRASTRUCTURE
- 11** SUSTAINABLE CITIES AND COMMUNITIES
- 12** RESPONSIBLE CONSUMPTION AND PRODUCTION

INNOVATION

Mixed-use Contributions

There are diamonds there to take or to share

But once there, the deal is the same

Amelia Pinner

The history business school

Artisan's Technician

Back Ownership in Terms of the B-BBEE Act

MANCOYA

CONSIDER

HARNESSING INNOVATION TO TRANSFORM EDUCATION AT THE CORE

Innovation has long been recognized as the driving force behind societal progress and economic growth.

In today's disrupted and rapidly evolving world, the imperative for innovation has never been more pressing. As global dynamics continue to shift, Africa stands poised to harness its youth demographic and provide the next global workforce. But only by the collective action of the education ecosystem can this become a reality. For innovation to have a practical effect, we develop a deliberate and adaptive approach through testing, learning, and scaling solutions, whilst building cross-functional and cross-border teams.

Our approach to deploying innovation at scale since our inception in 2017 has been diverse across the student journey, leveraging partnerships with local and global EdTechs to improve learning outcomes, future-proof our academic models, and fast-track digital transformation, all geared to increasing access to quality education.

Our Open Innovation Strategy covers:

- Digital content and online learning
- Tech-enabled systems and immersive learning environments
- and workforce solutions both for talent services and upskilling/reskilling.

In 2022, we piloted five new academic models to increase student success, in a range of sectors and disciplines, reaching 33,000 students. Pilots have been completed with adaptive learning platform Lecturio, online course provider Coursera, augmented reality software platform EON Reality, language and literacy pioneer Rosetta Stone, whilst continuing to develop coding bootcamps in new and existing markets. By disrupting traditional pedagogies with innovative, relevant academic models, we are able to prepare African talent with the skills, experience, mindset, and aspirations to achieve their full potential and transform their communities. By harnessing the latest in technologies, we are able to offer a variety of modes of study, from fully online, to fully on-campus, blended, short courses, and even in the metaverse.



5
pilots of
new academic
models



CASE STUDY

Our exclusive partnership with the world-leading coding bootcamp **Le Wagon** expanded into Cape Town in 2022 to bring this critical skill to learners in South Africa, marking the third bootcamp developed since 2021 after Morocco and Mauritius. Increasing the development of alternative academic models like coding bootcamps answers the need for skills acquisition with high Return on Investment (ROI) for students. In its first six months, Le Wagon Cape Town has already trained over 80 learners, supporting students who are changing their lives by learning and developing new skills, with an employability rate above 90% upon graduation.



CASE STUDY

Adaptive learning uses the power of Artificial Intelligence to recreate the experience of a personalized tutor whilst continually assessing student progress to support student outcomes. Following a successful pilot, our health schools in Tunisia rolled out Lecturio, one of the world's leading online medical education platforms, to train tomorrow's healthcare professionals with the latest in adaptive learning techniques. So far 2,063 students across **UPSAT** and Université Centrale Health School have had access to the platform with 10,000+ videos with linked quiz questions, concept pages, and a clinical case question bank. Students cover disciplines in Nursing, Anesthesia, Physical Therapy, Eye Care, Orthoptics, Medical Imaging, Operating Room Instrumentation, Human Nutrition, Dental Prosthetics, and Midwifery. The partnership reinforces our stance as a leader in health education in Africa and particularly in Tunisia, alongside the Honoris Medical Simulation Center. We continue to develop 21st-century learning environments to support our student-centric approach.



Health Students Using Adaptive Learning
2,063



Honoris continues to apply an Open Innovation Strategy to growth across the continent both in new and existing markets, having identified seven further areas for potential piloting in the next academic year.

Across the network, we continued our partnership with French-based BCdiploma to provide students with verified certificates provided through blockchain technology. This ensures that students have life-long shareable access to their records for employers and professional networks. In 2022, 17,000 blockchain certificates were issued to Honoris graduates.

In addition, we continue to create spaces where students have the opportunity to further their skills and passion for the entrepreneurship and innovation ecosystem in Africa. Through a network-wide partnership with AfriLabs, Africa's only network of 400+ entrepreneur hubs, two of our labs had the opportunity to attend the 2022 AfriLabs Annual Gathering, a unique opportunity for hubs in the network to convene, connect, share knowledge around a common theme, and build partnerships. As an African network of incubators, accelerators, and investors, AfriLabs is a springboard for innovative African talent and entrepreneurs, as well as those seeking to innovate, create value, and increase employment.



CASE STUDY

Morocco-based **EMSI** continues to receive international recognition and world-class awards for its focus on innovation, particularly through its pioneering SMARTiLab, the research, development, and innovation laboratory. In September 2022, engineers representing EMSI were awarded three gold medals and one platinum at the International Invention Competition EXPO in London, UK. The SIProM Intelligent Marine Prospecting System was crowned with a gold medal, a network of intelligent robots each having one or more sensors to collect ecological, meteorological, military, and maritime information for research purposes. SMARTiLab's multidisciplinary team of doctors, Ph.D. students, engineers, associate professors, technicians, and students continue to drive the innovation ecosystem in Morocco and contribute to the growing scale of the country in the Global Innovation Index.



Blockchain Certificates

17,000



COMMUNITIES

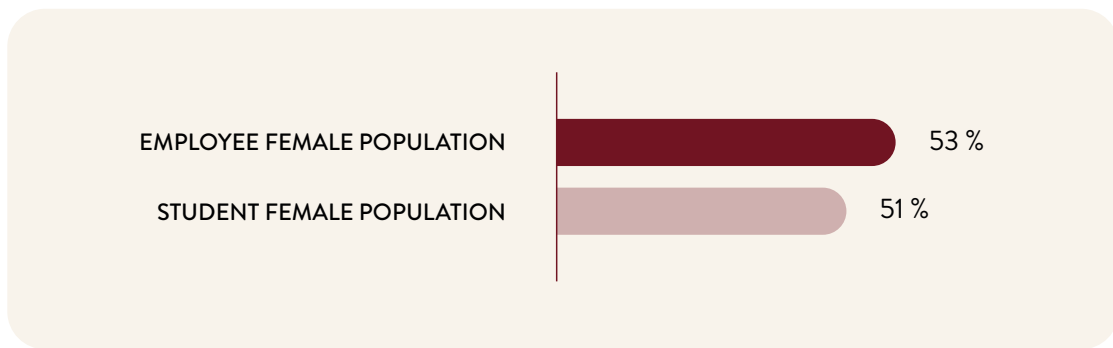
IMPROVING LIVING AND WORKING CONDITIONS FOR AFRICAN COMMUNITIES

Higher education institutions play a vital role in the shaping and development of communities.

This is particularly pertinent in Africa, where tertiary education has the power to transform living and working conditions for families and communities and alleviate poverty across the continent. We understand our responsibility as a social infrastructure to nurture the many communities we exist within, through tailored programs both in and outside of our network of institutions.

Particularly, we continue our focused and intentional support of SDG5: Achieving gender equality and empowering all women and girls. This is realized across three core areas; Students; Employees; and Community. Each year, we analyze the division between male and female student populations in each institution by market, further aggregated to give an accurate picture of Honoris students on a pan-African scale. Despite high historical and structural gender inequalities in the markets where Honoris operates, progress has been made in tackling the gender gap across several disciplines, subject matters, and grades. For two consecutive years, Honoris has achieved a female majority in both employee and student populations.

29



This data informs both strategy and governance at the Board level, and within the activities across institutions to ensure efforts are proven effective.

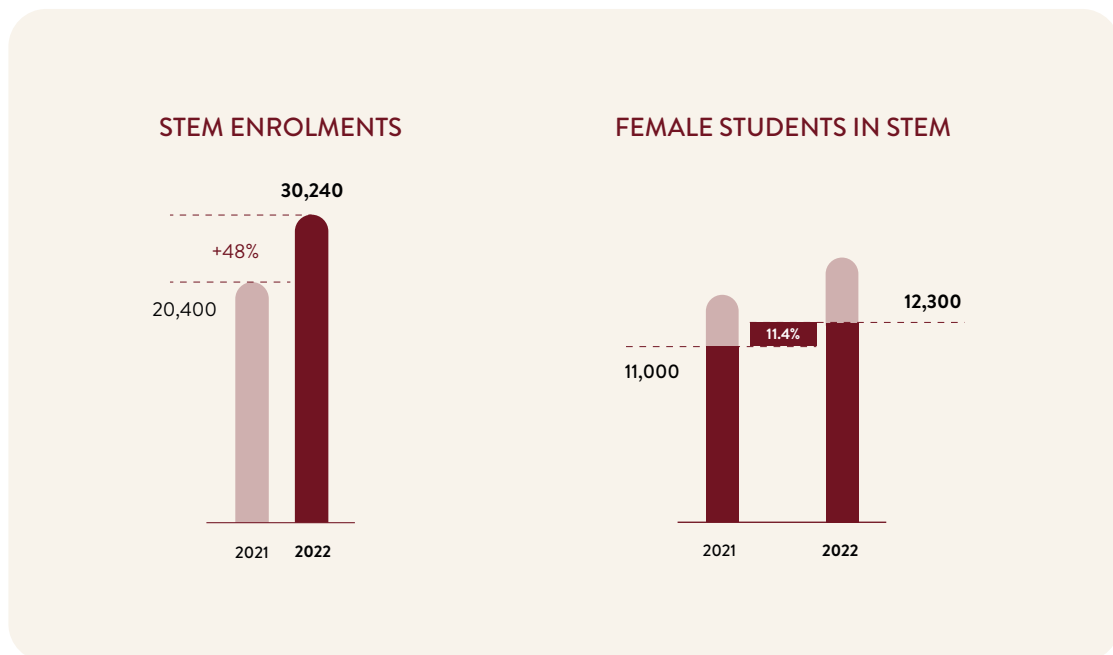
53%
Employee female
population

51%
Student female
population

Closing the gender gap in the STEM industries is a key prerequisite for the necessary social, economic, and technological transformations laid out in the SDGs. Without the equal contribution of women and girls to a career in STEM, we risk losing half of the potential creators, innovators, and scientists, and their essential contribution to solving the world's major problems.

Capacity building in high-growth employability sectors is critically important. In total, our STEM enrolments grew from 20,400 in 2021 to 30,240 in 2022, an increase of 48%, thanks to the collective mission of our institutions to widen access to transformative education.

With 11,000 female students in STEM in 2021, we worked hard to drive enrolment and awareness of STEM courses for women in our markets, growing this number to 12,300 students, an increase of an impressive 11.4%. Our total participation rate of 41% women in STEM, is 10pts above the market average of 31% in Africa (World Bank).



30,240

STEM Capacity Building: 20,400 in 2021 to 30,240 in 2022, an increase of 48%

12,300

female students in STEM in 2021, 12,300 in 2022 - 11.4% increase.



CASE STUDY

At **ESPRIT**, we celebrated the appointment of the first-ever female Academic Director in the country, Dr. Manel Madhioub. Recognizing the significant achievement of appointing Manel Madhioub as the first female Academic Director at ESPRIT, we take great pride in our commitment to meritocracy, gender equality, and the promotion of diversity within the education management team.

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Manel's appointment exemplifies our unwavering dedication to fostering an inclusive and diverse educational environment, where exceptional academic and managerial skills are recognized and valued. We deeply admire Manel's remarkable journey and celebrate her appointment as a true symbol of progress, inclusivity, and excellence.

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CASE STUDY

Morocco's **EMSI** and Tunisia's **ESPRIT** continued their extensive contribution to this figure, gaining global success for their excellence and expanding reach across the countries, with EMSI now holding 12 campuses in Casablanca, Marrakech, Tangier, and Rabat to widen access to STEM fields.



Lamjed BETTAIEB
Deputy Managing
Director at ESPRIT Group, Tunisia.



CASE STUDY

A partnership between **Red & Yellow Creative School of Business** and UN Women to co-host the Unstereotype Alliance began in March 2022 to eradicate stereotypes and toxic gender norms in media and advertising. Students were involved in an online competition to devise ways to take creativity #outthegenderbox. Whilst partnering with other institutions, Red & Yellow students were granted first place and runner-up for the highest reach and engagement on their campaigns. R&Y MD, Verusha Maharaj, continues to be involved in senior-level collaboration with the partnership including as a Judge for the annual #BreakTheBias photo competition. The institution continues to work on multiple levels to eradicate bias in the media and advertising industries both within its own communities and through power partnerships.



CASE STUDY

As part of an ongoing partnership, Orange Maroc chose Honoris partner institution **Le Wagon Casablanca** to launch the start of its new Hello Women program, with the aim of accelerating the balance of women and men in data science. This came at the same time as Le Wagon Casablanca welcoming 22 students into new the latest cohorts of its full-time Data Science and Web Development programs.



Whilst we continue to widen access to quality education by assessing affordability and access in each market, we offer a number of bursaries and scholarships to students from lower socioeconomic backgrounds to widen access to quality education and increase impact on communities across the continent.



CASE STUDY

As part of our ongoing relationship with **Women in Africa (WIA)**, where we have supported over 1,200 women leaders since 2017, we continue our relationship as the Knowledge Partner JAMII Femmes program, a WIA initiative supported by The Coca-Cola Foundation to train 20,000 women entrepreneurs in three years. The initiative provides a dynamic combination of online training, local boot camps, and expert networking opportunities. We concluded the 2022 inaugural edition training over 7,000 female entrepreneurs, equipping them with a principled approach to creative ideas, and the opportunity to gain critical leadership, and soft skills through the Honoris 21st Century Skills Certificate. We continue to support the program as it expands into Algeria, Egypt, and South Africa for the next cohort.



“

This is an extremely good program with so many advantages. Whilst studying and revising the content throughout each stage of the course, I applied for a role as a Marketing Manager and, thanks to the rich training including experienced teachers and quality material, I was hired. I continue to be so proud to have been involved.

”



Marie Laure DJI
a beneficiary of the first cohort of the JAMII Femmes program

7,000

Women entrepreneurs in Cohort 1 of WIA JAMII FEMMES, achieving 100% of our goal for 2022



SUSTAINABILITY



CONTRIBUTING TO URGENT ACTION REQUIRED TO TACKLE ENVIRONMENTAL RISK

Since Honoris' inception, we have placed a high importance on our contribution to the United Nations Sustainable Development Goals (SDGs), by increasing our adherence to Environmental, Social, and Governance (ESG) frameworks.

Both ESG frameworks and the UN SDGs aim to promote sustainability and address global challenges for a more inclusive world. By integrating ESG practices into our operations, we increase our contribution to the achievement of the SDGs.

In particular, the climate crisis is expected to have significant impacts on Africa due to both geographical and socioeconomic characteristics, despite having the lowest output of emissions across the globe. Contributing to planetary health for the future of our young people is an urgent and collective task. We are proud that SDG7: Affordable and Clean Energy, is now among the 12 SDGs that we contribute to, through various initiatives across the network.

By harnessing our core value of collaborative intelligence, we frequently convene our leaders and faculty to co-curate our campus sustainability roadmap to identify energy efficiency, provision, and carbon savings measures.



CASE STUDY

Nile University of Nigeria continues to set the pace for the development of renewable energy infrastructure across our campuses. Nile continues to harness its completion of a 1MW solar power system to facilitate uninterrupted power supply to the entire campus and prevent 15,000 tons of CO₂. As the development project of the campus and construction and expansion continue, Nile's staff and students gain a greater awareness of the importance of sustainable energy particularly when volatile markets cause continued distress.

1MW
Solar Power System

15,000
tons of CO₂ prevented



CASE STUDY

As a result of cross-border collaboration, **MANCOSA** took note of Nile's success and completed the installation of a 107.5 kW roof-mounted solar power system to its Durban building, before rolling out further solar systems to all its physical infrastructure across South Africa, significantly reducing carbon impact and reliance on the grid. The latest efforts are in support of the continuing MANCOSA Infinity Green Legacy Project, nurturing sustainability through community development and entrepreneurship. Its network of community gardens

continues to impact local lives, increasing food security and educating local learners about sustainability and agriculture. In 2022, the Mandela Rose Wellness Garden was launched in Johannesburg to provide a free space of nature for staff, learners, corporates, and local residents. Whilst the strategic partnership with MUFU's Meraki Project continues to feed 250 learners every week, in addition to providing on-site training in financial literacy, agriculture, and sports development.

Students play a crucial role in contributing to the achievement of the SDGs through their actions, advocacy, and engagement, particularly in our campus-based institutions. Adopting and promoting sustainable practices such as reducing waste, conserving energy and water, practicing responsible consumption, and adopting environmentally friendly habits, all make a significant effect on the environmental impact of our facilities. Through leading by example, Honoris students continue to inspire their peers, families, and communities to adopt similar sustainable behaviors.

Now, we extend our focus to a robust SDG framework for all students and graduates across Africa. Given our unique position in the African higher education ecosystem, we have an obligation to produce global citizens that take a proactive and intentional approach to supporting the SDGs, whatever field of study they come from.



CASE STUDY

As the **ESPRIT Group** Tunisia expands its physical presence in major cities throughout the country, the foremost objective to tree planting remains paramount. Students, staff, faculty and leadership are all involved in a conscious effort to increase the quality of campus sites by planting trees throughout the environment. This has inspired its students. In 2022, a group of ESPRIT students achieved the startup certification for their project Tabaani, a sustainable tourism project that supports local communities. For every booked tour through their platform, one tree is planted in a nearby community. The team has received over \$7,000 USD in funding and achieved partnerships with the FIFA World Cup Qatar, GIZ, Ultra Mirage Tunisia, and is progressing conversations to expand its footprint through a partnership with Dubai Tourism, having already held tours across Morocco, Jordan, and Egypt.



CASE STUDY

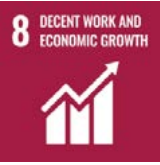
Across the institutions of **ESPRIT Group**, **Université Centrale**, and the **Nile University of Nigeria**, tree planting is carried out as an important contributor to biodiversity and environmental health on campus. Each of these institutions invites new students to plant one tree to contribute to these efforts, and so far, more than 100 trees have been planted. Institution leaders ensure that this is taken into consideration with third-party contractors, particularly at Nile University as the campus continues its expansion plans to create green spaces on campus for students for both study and leisure.

250

Learners fed every week at the Meraki Project

100+

Trees planted across Tunisia and Nigeria



NETWORK

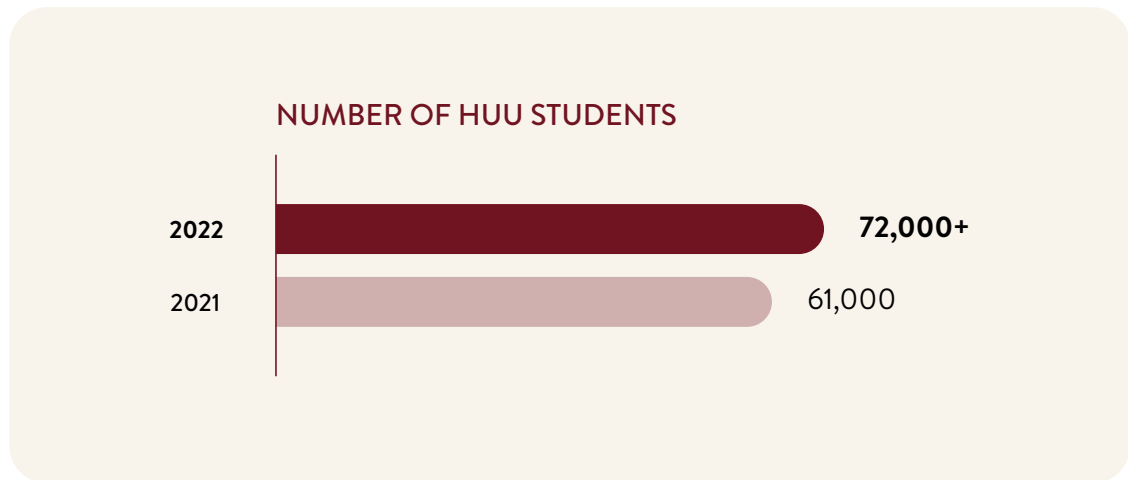


EXTENDING OUR PAN-AFRICAN TRANSFORMATIVE SOCIAL INFRASTRUCTURE

Honoris retains its place as the first and largest network of private higher education institutions in Africa, a unique educational platform committed to transforming lives through relevant education for lifetime success.

Our 15 institutions in beacon markets in Africa including Tunisia, Morocco, Nigeria, and South Africa, operate across 10 countries, 32 cities, and 70 campuses. We have achieved significant sustainable growth by widening our innovative business model for human talent entering the disrupted world of work.

We grew from 61,000 students in 2021, to 72,000 in 2022 – a sizeable increase from 27,000 students at our inception in 2017.



Our market share increased from 18% reported in 2021 to 21% in 2022, meaning that 1 in 5 students in private higher education in Africa are choosing to study at an Honoris institution. From 40 nationalities in 2021, our community of students now covers over 60 nationalities, fostering pan-African unity in a global context aligned to the African Union’s Agenda 2063: The Africa We Want.

Students

72,000

an increase of 18% since 2021

Nationalities

60

up from 40 in 2021

In January 2022, we welcomed the pioneering FEDISA Fashion School, South Africa’s leading fashion and design institution, into the network. The addition of FEDISA illustrated our investment in the future of African talent by strengthening the Creative Arts, Fashion, and Design vertical across the group. Though often overlooked, the second largest sector after agriculture in Africa is the fashion and textile industry with an estimated market value of \$31 billion in 2021 and growing every year.

Established in 2005, FEDISA Fashion School offers a range of highly specialized accreditations in a holistic approach to the business of fashion, encapsulating advertising, design, and marketing, with the ability to add value and expertise to the rapidly growing e-commerce sector in Africa. With a state-of-the-art campus in the heart of Cape Town, FEDISA expanded its footprint in 2020 despite the restrictions of the COVID-19 pandemic, with the addition of a campus in Sandton. It holds a network of strong partnerships with fashion industry leaders including several annual collaborations including The Foschini Group, Truworhs, South Africa Fashion Week, Cape Union Mart, Markhams, and K-way.

“

Joining the Honoris United Universities network creates a truly internationalized opportunity for FEDISA and all those associated with the institution. Being recognized as the leading school of fashion in Africa speaks to the excellence of academic and creative provisioning by our incredible faculty and industry collaborators. FEDISA is now optimally positioned to make an even greater pan-African impact on fashion employability and sustainable practices for our graduates.



”



Allen LEROUX
Chief Executive Officer FEDISA



Fashion offers tremendous scope for African countries to participate in regional and global integration, creating jobs and inclusive growth. FEDISA offers a range of highly specialized accreditations in a holistic approach to the business of fashion, encapsulating advertising, design, and marketing, with the ability to add value and expertise to the rapidly growing e-commerce sector in Africa.

We use the strength of our network to improve access to quality education. By connecting minds across Africa, expanding our institutions, and building cross-border academic collaborations, we are able to uplift communities through education, ultimately contributing to alleviating poverty.



CASE STUDY

Red & Yellow Creative School of Business finalized its expansion into Mauritius by partnering with the Honoris Educational Network, offering critical skills in Digital Marketing to emerging talent in the country. Not only is this a key milestone for both institutions, and the first international expansion for Red & Yellow, but also celebrates the introduction of the island's first-ever, fully online digital marketing course.

“

With the Mauritian government focusing on building infrastructure to enhance connectivity across the island, the launch of the Digital Marketing online short course couldn't have come at a better time. We believe that this course has the potential to be hugely beneficial, not only to first-time learners entering the industry; but also to local professionals wanting to continue their educational development, particularly with the addition of practical experience which is a fundamental part of our curriculum.

”



Andrew ALLISON
Chief Commercial Officer,
Red & Yellow Creative School of Business.

We continue to live our core values across the network, in particular nurturing the Collaborative Intelligence of our 3,500+ staff. Our network of 15 institutions in Africa takes best practice learnings from one institution and applies these to another, continually building on the proven success of test and scale approaches and fostering collaboration at all levels to improve the quality of education for African students.



CASE STUDY

Hosted over two days, the 2022 Edition of the Honoris Academic Summit took place in Tunisia, the first Honoris market, and focused on the most pressing topics in higher education today including leveraging new technologies for student centricity; ensuring quality in Higher Education; success, and employability for 21st-century graduates; and increasing the value of African research. Following the inaugural event in Morocco in 2019, Honoris continued its mission through cross-border collaboration via digital and hybrid models during the ongoing changes in the pandemic environment. Academic leaders agreed that an education from an Honoris institution is one that focuses on student outcomes, prepares the graduate for 21st-century employment, and creates meaningful impact in our communities across the continent.

“

The organization of this event is a symbol of our strength as one pan-African network, with collaborative intelligence underpinning our core values. Whilst discussing the most important topics in higher education in Africa today, we share inspiration and ideas for collective responses to both challenges and opportunities. Our mission of Education for Impact is brought to life through The People of Honoris’ passion and commitment, addressing our greatest challenges to create a long-lasting positive impact on our societies.

”



Dr. Jonathan LOUW
Honoris United Universities Group CEO

Transformation in higher education in Africa can only be realized through the upskilling of teachers. Whilst progress has been made, there remains a considerable knowledge gap in the capacity of educators across the continent ensuring that the future of education, teaching, and learning aligns with the digital transformation seen in the world of work.



CASE STUDY

2022 welcomed a significant development, our **Honoris Reimagine Education course**, a transversal program across our pan-African academic community, strengthens existing academic models and explores new ones, with over 1,300 teachers trained so far. We continue to roll out the program across the network as we further our growth trajectory. Fostering an environment that nurtures and unleashes Africa's potential is crucial. Collaborative efforts will propel the continent toward a future defined by progress, prosperity, and inclusivity.



By nurturing our own talent, we increase a sense of belonging and satisfaction in the People of Honoris. Our employee retention rate remained at over 95% throughout 2022, an increase of 5% from 2021.

In July 2022, we celebrated the fifth anniversary of Honoris in a unique metaverse event in the virtual Honoris Africa Campus, powered by Gather Town and bringing together our 3,500 staff across all our institutions. The month-long event included masterclasses, events, interactive games, and most importantly recreating the serendipity of real interactions for the people of Honoris across borders. The building of metaverse realities should never be a substitute for the real world. But it is now simply too big to be ignored. We as leaders have an opportunity to shape the metaverse in a way that fosters greater social cohesion, reduces inequality, widens access to education, and acts as a catalyst for social mobility.



Honoris Online Academy
Reimagine Education course

1,300
teachers trained



**2,000,000
LIVES
BY 2028**



LOOKING FORWARD

Undoubtedly, the future for every sector across the globe is one of volatility and rapid, constant change. On our journey to transform 2 million lives by 2028, we are committed to using this annual Impact Report as a standard for offering examples of success and promising practices of innovative, future-proof education delivery to our stakeholders in the education sector.

We will continue the sustainable growth trajectory in our existing markets whilst widening access to quality education with a specific focus on digital learning.

Alongside our wealth of diverse partners, we will increase our dedication to transforming Africa's economic prosperity through our Education for Impact mission.



THANK YOU

HONORIS UNITED UNIVERSITIES
WOULD LIKE TO EXTEND ITS
SINCERE GRATITUDE TO ALL
THE COLLEAGUES, FACULTY,
STUDENTS, ALUMNI AND
PARTNERS WHO CONTRIBUTED
TO THIS REPORT.

To learn more about the Honoris impact across Africa, visit the Impact Report online at
www.honoris.net/impactreport-2022





#EDUCATION FOR IMPACT®



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UNITED UNIVERSITIES

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