



2024

Impact Report



Bridging Africa's Workforce Gap

The Ripple of Transformation

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Letter from Our Founder

Leading Change, Together

Dear friends,

2024 marked another step forward in building ALX into what it was created to be: long-term infrastructure for large-scale opportunity, designed to translate learning into durable pathways to work, income, and dignity for young Africans.

None of this progress happens in isolation. I am deeply grateful to our learners, partners, and supporters who continue to believe that Africa's greatest asset is its people, and that scale, quality, and impact can coexist.

Together, we are building something far greater than we ever imagined—a movement that is reshaping Africa's future.



Together, we are building more than programs. We are building durable infrastructure that equips young Africans with skills, access, and agency, so that talent, wherever it exists, can connect to meaningful work and livelihoods.

As we look ahead, our ambition remains unchanged: to keep pushing boundaries, to keep learning, and to keep doing the hard things required to reshape Africa's future.

Fred Swaniker

Founder & CEO, African Leadership Group

Transforming Lives. Transforming Societies.

When one learner rises, entire communities feel the impact.

ALX is Africa's workforce infrastructure in action. Through a pan African footprint, an employer integrated curriculum, and a community powered digital model, ALX equips young people with skills aligned to real market demand.

In 2024, learners translated these skills into measurable outcomes. Graduates secured employment, launched businesses, and generated economic opportunities that extended beyond the individual learner into households and local ecosystems.

ALX's strength lies in its feedback loop. Employer needs inform curriculum design, learner outcomes drive continuous improvement, and community engagement sustains accountability and scale across markets.

In the absence of strong workforce infrastructure, like ALX, millions of young Africans remain disconnected from market relevant opportunities. Employers continue to face shortages of job ready talent, while communities lack scalable pathways to economic participation and resilience.

The result is not only individual success, but a system level contribution to workforce readiness, economic inclusion, and long term growth across African societies.



2024

A Year of Scaling Africa's Workforce Infrastructure

698,445

Enrolled Learners

193,554

Graduates

ALX graduate earns an average starting salary of 2-3 times higher than their pre-programme income.



56.6%

Female Graduates

172,154

Youth in Work

29,560

Entrepreneurs and Freelancers



47,965

Jobs created through Ventures

Wage Employed

94,629

From Learning to Impact

Skills that translate into income, agency, and opportunity



698,445

Learners enrolled in ALX transformative programs

290%

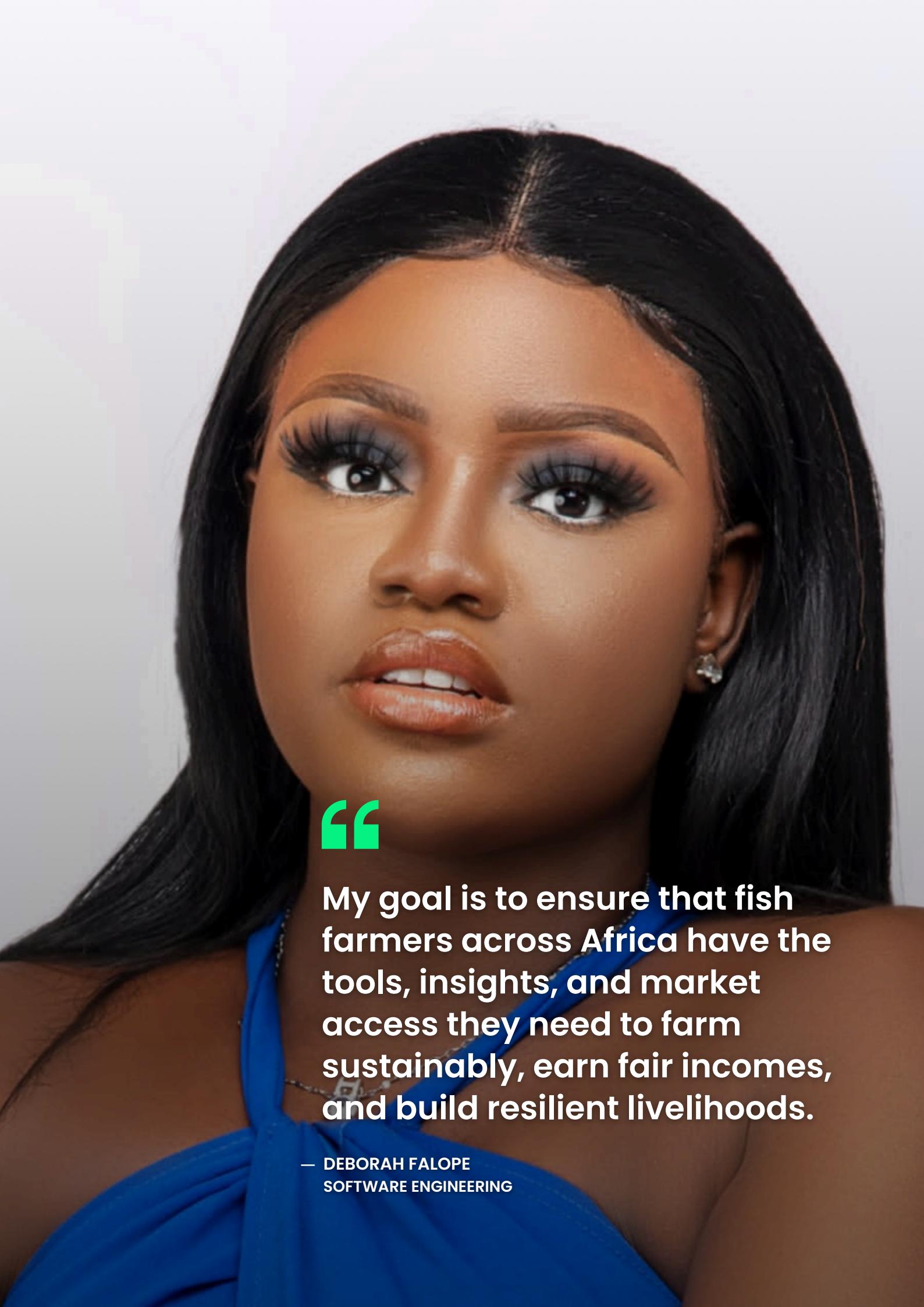
Year-on-year growth

ALX learners move beyond skill acquisition into economic participation and leadership through a system designed to connect learning directly to market demand.

In 2024, graduates entered high demand roles, launched businesses, and increased their earning power as a result of employer integrated curricula, applied learning models, and continuous feedback between outcomes and program design.

These outcomes extend beyond individual income. Learners build financial stability, support families, and reinvest in their communities, translating workforce readiness into broader economic participation.

This is learning designed to produce lasting, system level impact.

A close-up portrait of a woman with dark skin, long dark hair, and dramatic eye makeup. She is wearing a blue halter-neck top and a small diamond earring. The background is a soft, out-of-focus light blue.

“

My goal is to ensure that fish farmers across Africa have the tools, insights, and market access they need to farm sustainably, earn fair incomes, and build resilient livelihoods.

— DEBORAH FALOPE
SOFTWARE ENGINEERING

Opportunity for Every African

Reaching the Unreached

46%

Female learners

23.2%

Rural reach

5.3%

Learners with
disabilities

46.5%

Low-income
households

In 2024, learners historically excluded from education and employment pathways progressed through ALX programs and into economic participation.

Women, rural learners, learners with disabilities, and learners from low income households moved beyond access to outcomes including completion, employability, and income generation. These results demonstrate what becomes possible when systems are designed for inclusion from the start.



“

Talent is evenly distributed.
Opportunity is not. ALX exists
to close that gap.

Building Africa's Economy, One Leader at a Time

From Individual Opportunity to Shared Prosperity

In 2024, ALX learners translated skills into meaningful life outcomes and economic impact. Graduates secured employment, launched businesses, and created new opportunities that extended beyond the individual learner.

Through employer-aligned programs and entrepreneurship pathways, these outcomes strengthened household incomes, supported family security, and generated opportunities across communities, including local suppliers and small businesses.

The result is not only individual success but a measurable contribution to economic participation, resilience, and growth across African markets, showing how empowering one learner can spark broader transformation across society.

29,560

Entrepreneurs

47,965

Jobs created
through Ventures





Strengthening Systems, Multiplying Impact

Beyond individual impact – creating scalable, sustainable systems

Lasting transformation requires more than individual success. It requires workforce systems that make opportunity repeatable, resilient, and scalable.

Across many African markets, education to work pathways remain fragmented and misaligned with employer demand, limiting access to job ready skills at scale.

In 2024, partnerships with employers, universities, governments, and industry leaders strengthened the systems connecting skills training to real market demand and credible pathways.

By embedding learners into functioning systems of work, education, and innovation, individual progress translated into collective impact. As these systems grow, talent pipelines expand, institutions are reinforced, and Africa's capacity to compete globally accelerates.



Opening Doors to Global Education

Through ALX, learners accessed globally recognized university degrees through partnerships with leading institutions that removed cost and access barriers.

In 2024, these pathways enabled young Africans to progress from skills training into formal higher education, strengthening long term career mobility, global competitiveness, and economic security for themselves, their families, and future generations



MACALESTER



THE UNIVERSITY OF
CHICAGO

Northwestern

Tufts
UNIVERSITY



VANDERBILT
UNIVERSITY



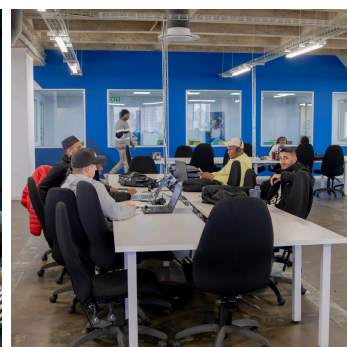
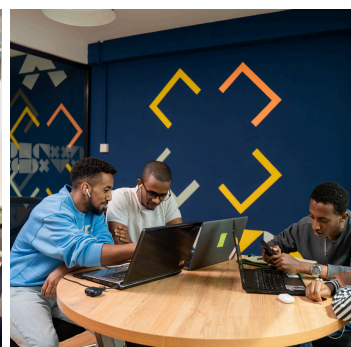
RICHFIELD

C<>DE

8 Countries, 23 Hubs

Across 8 countries and 23 hubs, learners and alumni built local communities that translate learning into opportunity and real-world outcomes at scale.

Rooted in their local contexts, these hub communities function as engines of shared growth. Through mentorship, collaboration, and peer support, learners expanded access to transformative opportunities and generated ripple effects across families, workplaces, and neighborhoods.



Building Africa's Workforce Infrastructure

Enabling young Africans to convert skills into jobs and income at scale.

Africa's talent is abundant, but the systems connecting people to skills, work, and economic mobility remain fragmented and out of reach. Millions of capable young people are locked out of opportunity not due to ability, but because pathways are broken or nonexistent.

ALX exists to close this gap by combining skills training, community, employer alignment, and access into integrated pathways that move learners from potential to careers and income. This is not education alone. It is workforce infrastructure designed to unlock human capital at scale.



Designed for Scale. Proven by Outcomes.

Why this model works where others fall short

ALX is uniquely positioned because it integrates what others treat separately: skills development, peer community, and direct market demand in a single model. Learners train within employer-aligned programs, build networks that outlast coursework, and access real pathways that translate learning into income.

This integration enables impact at scale while remaining locally grounded, proving that inclusive systems can achieve both quality and reach.



Nigeria

269,697

Learners

73,641

Graduates

7,121

Youth in Work

665

Entrepreneurs

From Learners to Leaders: Building Nigeria's Future of Work

Skills That Translate Into Income, Agency, and Opportunity

In 2024, ALX learners turned skills into real impact across Nigeria's economy. Graduates found meaningful employment, launched businesses that create jobs, and strengthened household incomes. The effects ripple outward: trained professionals become employers, local suppliers gain new opportunities, and communities grow economic resilience from within.

From Lagos tech hub to emerging markets nationwide, ALX alumni are proving that when people gain the right skills at the right time, entire ecosystems transform. Individual achievement becomes collective progress and Nigeria's future of work is being built today.



- Skills to Work
- Entrepreneurial Impact
- Cross-Generational Grow
- Opportunities for families and local economies



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My goal is to ensure that more men understand what women go through and how best men can be enablers of safe spaces, conducive environments and appropriate grounds to ensure all genders have a high quality of life.

— CHIBUDU NYIRO
FOUNDER ACADEMY

From ALX Learner to Healthtech Founder

The Start

When Chibudu joined ALX, he came with an idea and a desire to build something that mattered. ALX strengthened his entrepreneurial mindset, sharpened his problem-solving skills, and gave him the confidence to turn that idea into a real company. It taught him to think user-first, iterate fast, and design solutions grounded in community needs — foundations that shaped the birth of Luna Health.

Building Impact Beyond the Classroom

With the tools he gained at ALX, Chibudu launched Luna Health, a platform focused on making healthcare more accessible and reliable for everyday users. He applied his ALX training to validate the problem, design the product, and build a service that uses technology to close gaps in healthcare access.

Impact Today

Luna Health is helping people get timely medical support, clearer health information, and easier access to care. By combining technology with empathy, Chibudu is improving the way communities interact with healthcare — bringing convenience, clarity, and early intervention to more families.



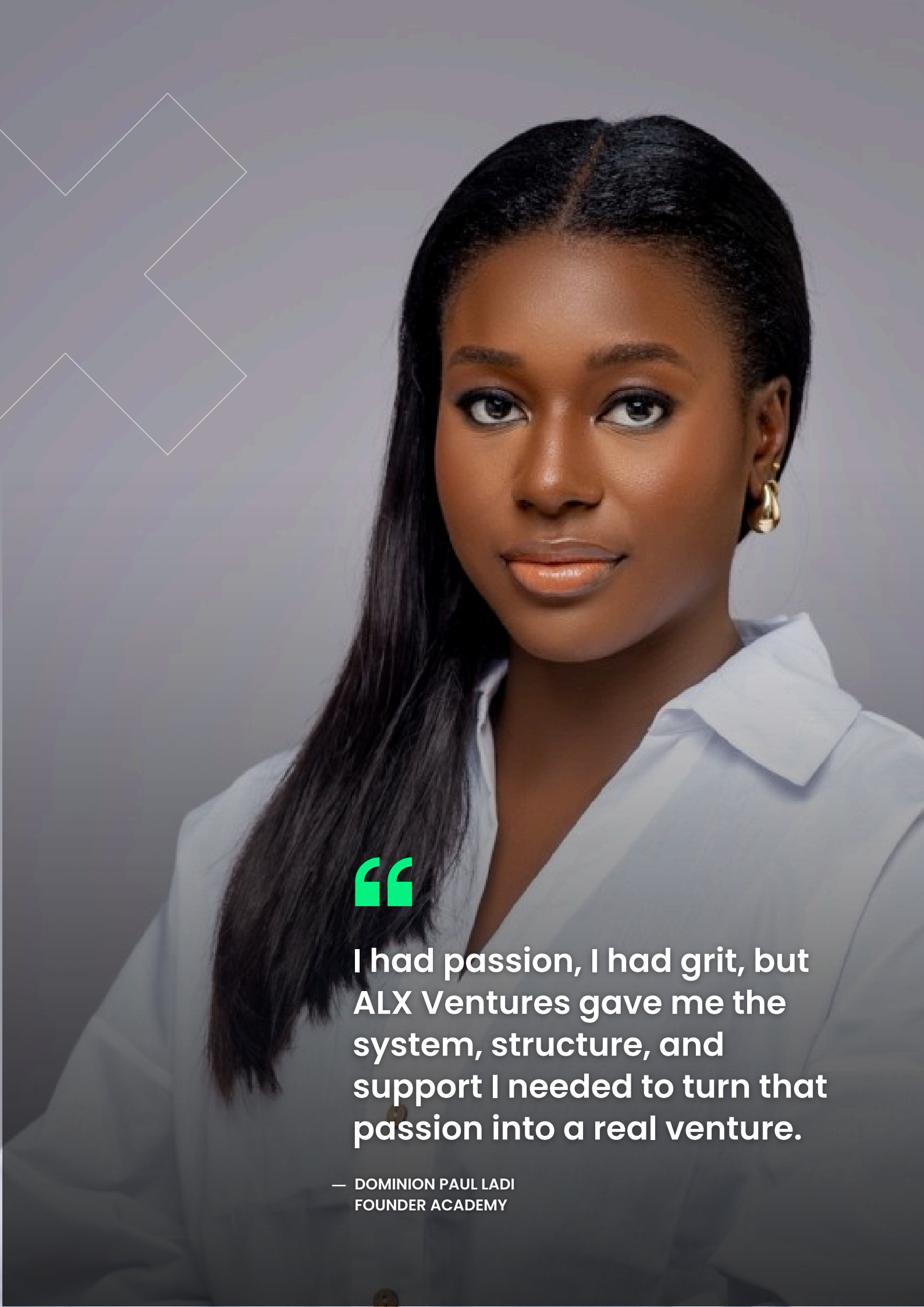
Chibudu S. Nyiro

Co-Founder Luna Health
Nairobi, Kenya



ALX didn't just teach me to code or complete tasks — it taught me to build with purpose and to see myself as part of Africa's next generation of leaders.



A portrait of Dominion Paul Ladi, a Black woman with long dark hair, wearing a light blue button-down shirt and gold hoop earrings. She is looking directly at the camera with a slight smile. In the top left corner, there are three white geometric shapes: a diamond, a parallelogram, and another diamond, arranged in a vertical sequence.

“

I had passion, I had grit, but
ALX Ventures gave me the
system, structure, and
support I needed to turn that
passion into a real venture.

— DOMINION PAUL LADI
FOUNDER ACADEMY

From ALX Ventures Founder to Logistics Operator

Dominion Paul Ladi joined ALX Ventures with grit, passion, and a problem to solve. The program gave her structure to refine her business model, validate assumptions, and build scalable systems. ALX Ventures helped her turn vision into action, designing for users, ensuring trust and security, and creating operations that could scale across borders.

The Start

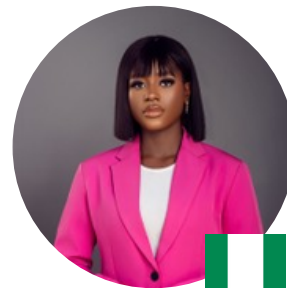
LadX began with a personal frustration: sending items between African countries was often more expensive than international shipping. Dominion created a platform connecting travelers with people who needed faster, affordable delivery, using unused luggage space on flights.

Smarter Systems for Everyday Movement

LadX turns travel into a distributed logistics network. Travelers earn income while items move faster and cheaper. Strong KYC, package verification, and aviation security partnerships ensure safety and trust while scaling operations.

Impact

LadX operates in 8 countries, works with 97 dispatch riders, and has moved over 3 tons of goods. In just four months it transported 500+ kg between Lagos and Kigali. What began as a personal challenge became a cross-border logistics system delivering goods, income, and opportunity across Africa.



Dominion Paul Ladi

Founder LadX
Nigeria



Today, LAdX is now working with over 97+ dispatch riders across 8 countries where we have piloted in and have moved over 3 tons of goods.



From ALX Learner to Founder & Employer

When Philile joined ALX, she was navigating job loss and uncertainty. ALX helped sharpen her execution skills, strengthen her entrepreneurial thinking, and build confidence in applying technology and data to real business challenges.

Through programmes in Virtual Assistance, Founders Academy, AI Career Essentials, and ongoing Data Science training, she developed the tools needed not just to run a business, but to grow one sustainably.

The Start

After losing her job on June 25, 2024, Philile made a deliberate decision to commit fully to The Office Ship, a company she had started years earlier but was now ready to build with intention. That decision marked the beginning of steady progress, supported by learning and a clear focus on long-term impact.



Philile Ngubane

Founder & CEO – The Office Ship
South Africa

Building Impact Beyond the Individual

With the skills she gained through ALX, Philile Prosperity Ngubane committed fully to growing The Office Ship, a business providing executive virtual assistance, operational support, and administrative services to entrepreneurs, startups, and small businesses.

She applied her learning to strengthen systems, professionalise operations, and integrate smarter, tech-enabled ways of working, allowing the business to move from survival to structure.

Impact Today

Today, The Office Ship operates with a four-person team, three of whom are ALX alumni hired into the business. By applying what she learned, Philile did not only strengthen her own career trajectory, she created roles for others with similar skill sets.

The company now supports entrepreneurs and growing businesses with reliable operational and administrative services, while actively turning learning into employment.

ALX at Full Scale: Multiplying Impact Across Africa

When ALX succeeds across the continent, the effects are felt system-wide.

Africa as a default talent market

Employers across the world recognize African talent as competitive, work-ready, and global.



Skills powering innovation

A workforce equipped for the tech economy, entrepreneurship, and emerging industries.



Seamless learning-to-work transition

Reducing friction between acquiring skills and applying them in real jobs.

Inclusive growth

Expanded access to opportunities for women and underrepresented groups, driving societal progress.



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Millions placed in meaningful careers with young Africans secure jobs aligned with their skills and potential.



WHY CONTINUED PARTNERSHIP IS ESSENTIAL

The Work Is Far from Complete



Despite meaningful progress, the gap between talent and opportunity across Africa remains vast. Millions still lack access to the skills, credentials, and pathways that lead to dignified work and economic security. Scaling systems that work requires sustained investment, deeper partnerships, and continued innovation. By partnering with ALX, supporters help extend proven pathways, strengthen local ecosystems, and accelerate a future where opportunity becomes the norm, not the exception.

**This is not a finished story.
It is an open invitation to build
what comes next – together**

FROM INDIVIDUAL SUCCESS TO SHARED PROSPERITY

When Systems Work, People Thrive

ALX exists to prove that when systems are designed for inclusion and scale, individual transformation becomes collective progress.

