

DYNAMICS OF EMPLOYABILITY SYSTEMS IN HEIs

- Name: **Bolgatanga Technical University**, Bolgatanga-Upper East Region, Ghana
- Mid-sized technical public institution
- Students Population: **2,283 students**
- Mandate: To run higher education in engineering, science and technology-based disciplines, Technical and Vocational and Training (TVET), applied arts and other related disciplines.
- Twenty-five (25) tertiary programmes of
- MTech, BTech, HND and Diploma curricula
- Six (6) schools namely:
 - School of Engineering
 - School of Applied Science and Arts
 - School of Business and Management Studies
 - School of Agriculture
 - School of Built Environment
 - School of Graduate Studies



INTRODUCTION

BTU began as a Polytechnic in 1999 under PNDC Law 321(1992) and was converted to a Technical University by the Technical Universities Amendment Act, 2020 (Act 1016)



Situational Analysis of BTU Career Services

Strengths.

- ✓ Industry Connections
 - ✓ Practical training
 - ✓ Career guidance
- ✓ Strong academic programs
- ✓ Supportive environment

Opportunities.

- ✓ Partnerships with employers
 - ✓ Internship programs
 - ✓ Career fairs and events
 - ✓ Alumni network

Weaknesses.

- ✓ No Centralized Career Services Directorate (CCSD)
- ✓ Limited resources including HR
 - ✓ Lack of awareness
- ✓ Limited networking opportunities

Threat

- ✓ Economic downturns
- ✓ Competition from other universities
- ✓ Technological changes

Project Design process (status of Engagement with EduCollab/Ashesi University)

Search for Strategic Partners (Project Conceptualization)

Goal: To help students and alumni achieve their career aspirations and reach their full potential in their chosen fields

- BTU submitted Career Mentorship Programme (CMP) to MCF
- Redirected to Ashesi/EduCollab/Career Services Directorate
- BTU Participation in 2022 Convening

Resubmission of Project Ideas & prioritization

- Engagement with Ashesi Career Services Directorate
- Exit Strategy prioritized by BTU
- Mentorship from Ashesi CSD, on-going
- BTU participation in Community of Practice (COP), Employability
- EduCollab onsite visitation

Development of Exit Strategy Project work plan (status)

- Job Readiness survey conducted
- Career Development Curriculum Developed
- Exit Strategy doc developed
- Workplan for Exit Strategy Implementation drawn
- TOT for staff carried out

Lessons Learnt/Institutional commitment

- ✓ Project ideas are conceptualized by the ILO & JPC as contained in its mandate-**self conceptualization of project based on need.**
- ✓ Concepts discussed and approved by Industrial Liaison Committee (ILC)-**use of internal structures to promote ideas**
- ✓ Project Ideas and concepts approved by University Management (Academic Board approval)-**Sustainability endorsement**
- ✓ Building Internal Alliances & Partnership (University Community)-**need for a critical mass to succeed**

TOT for 15 staff (Administrators & Faculty)

Facilitated by Mentor-Institution
(Ashesi Uni CSD)

Topics Treated included:

- CV writing, Interview skills & Cover Letter



Institutional Commitment..ctn

- Partnership search (External/EduCollab/Ashesi University & others)
- Accompaniment from Ashesi University helped in overcoming some of our weaknesses (tech. infor deficit, templates, ltd resources, etc)
- Regular/weekly check-ins & zoom meetings with CSD/Ashesi deepened our understanding of exit strategy programmes
- Learnings from 2022 Convening spurred our interest & resolved to achieve
- Management commitment through participation in activities.



Strengthening Internal Alliances & Partnership (implementation stage)

On-going Actions/Next steps

ILCs & Academic Counsellors to be Trained

TOT for Trainers

- Selected Faculty members to constitute Trainers because of the under-staff ILO & JPC (**carried out**)
- 2-days Intensive onsite/virtual training (**carried out**)
- Trainers to co-design training guide based on the curriculum developed (**carried out**)

Carry out main trainings

Final year students

- 865 finalists to participate (Diploma, Prof Diploma, HND & BTech programmes)-**scheduled for 8th June**
- 15 Trainers
- Different sessions to be a for 5 clusters (school-based)

Mentoring sessions

Final year students

- Departmental sessions with Faculty Trainers (July 2023)
- Students' peer review and mentors sessions (August 2023)
- Mock interviews and review of draft documents (September 2023)