Purpose of Ashesi – UCC SCP Program

To impact the successful employability of at least 80 percent of the student who passes through the System Change Programme within the next 5 years.

UCC SYSTEMS CHANGE PROGRAM

OUR STORY BY FAR...

Bio of University of Cape Coast

- Name: University of Cape Coast, Central Region, Ghana
- Large-size public institution
- Population: 80,000
- Colleges
- College of Agriculture and Natural Sciences
- College of Humanities and Legal Studies
- College ofHealth and Allied Sciences
- College of Distance Education
- College of Education Studies

THE EDUCATION COLLABORATIVE

The Change Process

The Change Process

OUR MODEL

Side Attrations

- Job fairs
- CV book
- Experential learning
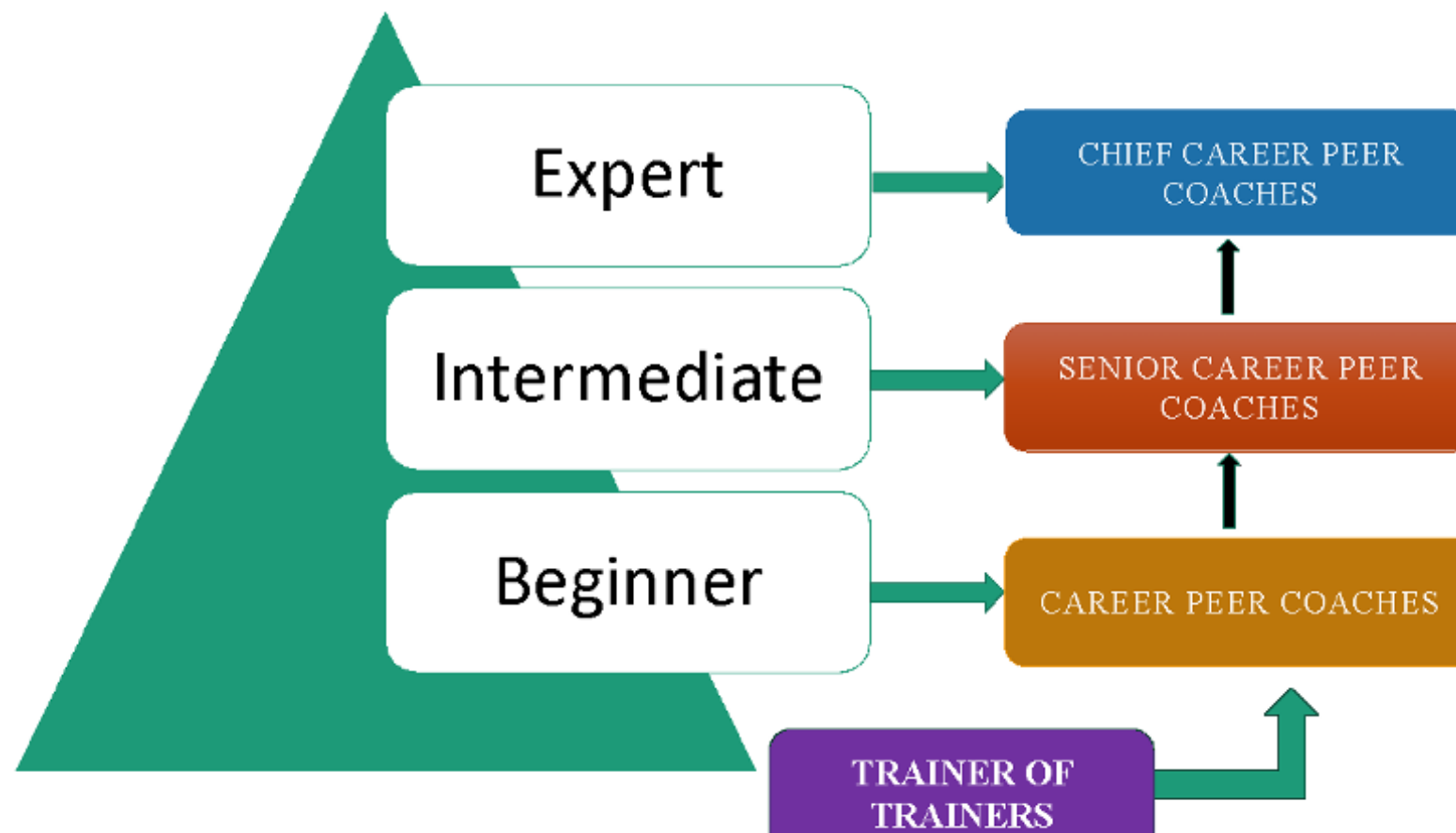
Beginner	Intermediate	Expert
Career Exploration	Internship prepping	Job searching strategies
LinkedIn	Interview prepping	Art of public speaking
CV and cover letter writing	Personal branding	Mock interview
Professional Etiquette	Networking	Psychometric test
Professional Communication		

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Lessons Learnt

Identify strategic systems within the University for collaboration

Needs Assessment from primary stakeholders (students)

Flexibility and Adaptability especially at pilot stages

Recruiting and retaining of facilitators, dedicated trainers (students), administrative support staff to assist leads / dedicated to the program and volunteers especially for data cleaning and analysis, etc

Use of modern productivity applications

Records matter; every detail matters

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Trainer of Trainers

Total application of 138 (google forms)

Received training in LinkedIn, CV-Resume, Cover Letter and Business etiquette

Mop-Up was carried out for those who missed a few

Pilot trainings for trainees to familiarise with peer coaching was done

109 participated in trainings;

51 submitted deliverables (showed their level of interest or seriousness)

16

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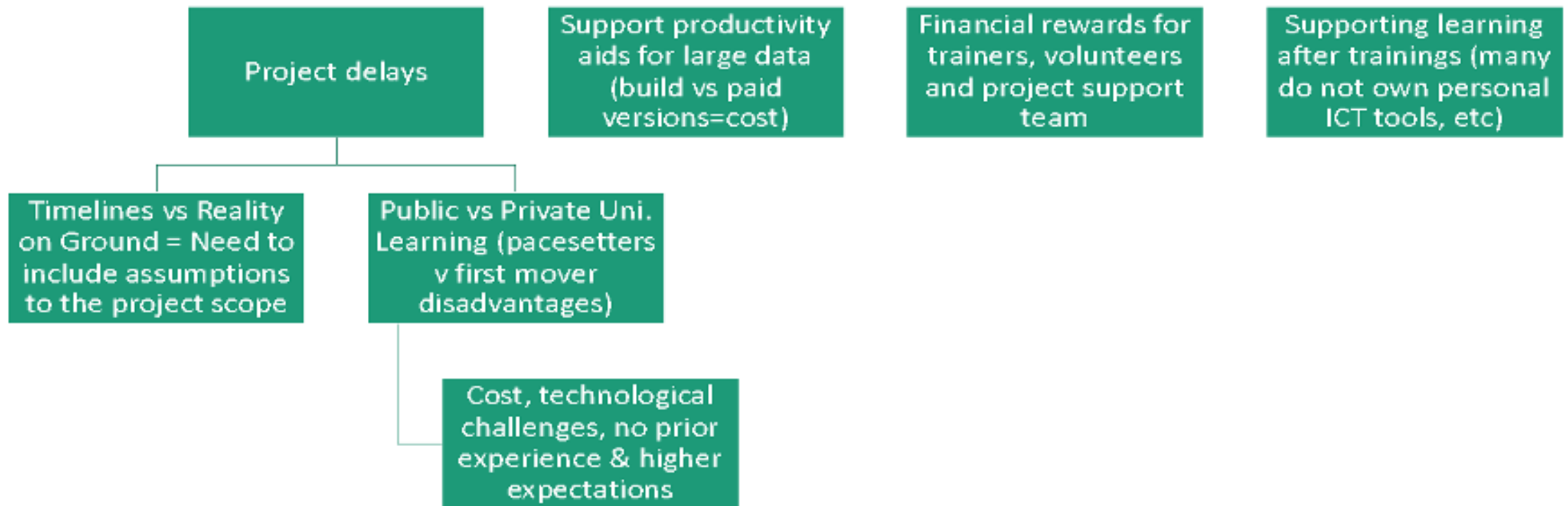# Piloting at the Beginners Level

793 applications were received

Orientation and registration

Career exploration, LinkedIn, CV, Resume and Cover letter writing

Evaluation and training deliverables

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Challenges

Project delays

- **Timelines vs Reality on Ground = Need to include assumptions to the project scope**
- **Public vs Private Uni. Learning (pacesetters v first mover disadvantages)**
  - **Cost, technological challenges, no prior experience & higher expectations**

Support productivity aids for large data (build vs paid versions=cost)

Financial rewards for trainers, volunteers and project support team

Supporting learning after trainings (many do not own personal ICT tools, etc)

Exit strategy

- Management buy-in (21st Century skills)

- The project incorporated into D-hub

- Digicap project and resources under Pro-Vice Chancellor's office

- Appointment of an industrial liason office

THE EDUCATION COLLABORATIVE

Career Advisory Board will consist of the Pro Vice-Chancellor, Dean of Students, Project lead and Co-Lead, External Career Advisor, and the Director of the D-Hub

Career Advisory Board

Coordinator

[External Career Advisor is Abigail Welbeck]

External Career Advisor

Administrative Support

Data & Information Systems Manager

College Advisor for CHLS

College Advisor for CoHAS

College Advisor for CANS

College Advisor for CoDE

College Advisor for CoES

Career Peer Advisors

Career Peer Advisors

Career Peer Advisors

Career Peer Advisors

Career Peer Advisors

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