

# EducAid Employability Skills Bootcamp

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**EducAid**  
*Learning for life in Sierra Leone*

THE EDUCATION  
COLLABORATIVE

# INTRODUCTION

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## *Project Summary*



The provision of a support programme for high school leavers through:

- a pre-camp survey to understand youth needs
- a preliminary survey of employers' needs
- an employability skills bootcamp focusing on the skills and attitudes identified as missing by young people & as required by employers
- follow up WhatsApp forum to share opportunities, reminders and other supportive messaging

## *Problem Statement*

In Sierra Leone, 18% of 15 to 35 year olds are Not in Education, Employment or Training (NEET) and in addition youth under employment rates are above 10% in rural and urban areas.

The majority of young people lack the necessary skills & attitudes to present themselves effectively for employment or training opportunities, as well as the skills and experience that would make them employable. These challenges are further compounded by the young people's own lack of awareness of the knowledge & skills they lack and the knowledge & skills that employers are looking for.

# OBJECTIVES



01

## BUDGET

\$5,000 grant + \$5700 cost sharing

03

## TARGET GROUP

50 High school graduates

### Inputs / Resources

- Pre-activity surveys;
- Data-informed bootcamp with key products for each participant;
- Follow up calls, WhatsApp conversations, shared training and sponsorship opportunities

### Outputs

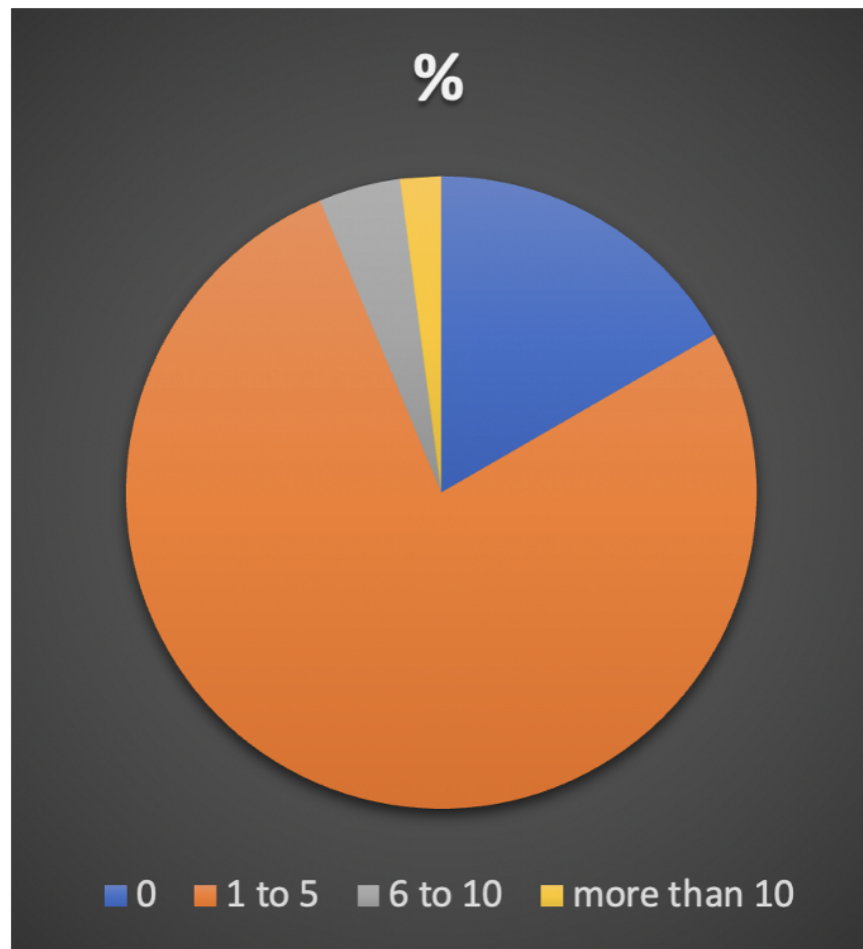
50 young people:

- Have a far greater awareness of what employers are looking for when they interview and when they recruit
- Know how they need to prepare for interview
- Have a correctly formatted CV and know what they need to do to strengthen it
- Have had at least one practise interview and have been debriefed on it
- Have learned how to use & the importance of using a range of digital and online tools
- Have prepared a LinkedIn profile and learned about how to present themselves professionally online
- Have engaged (to varying degrees) with follow up activities and reminders

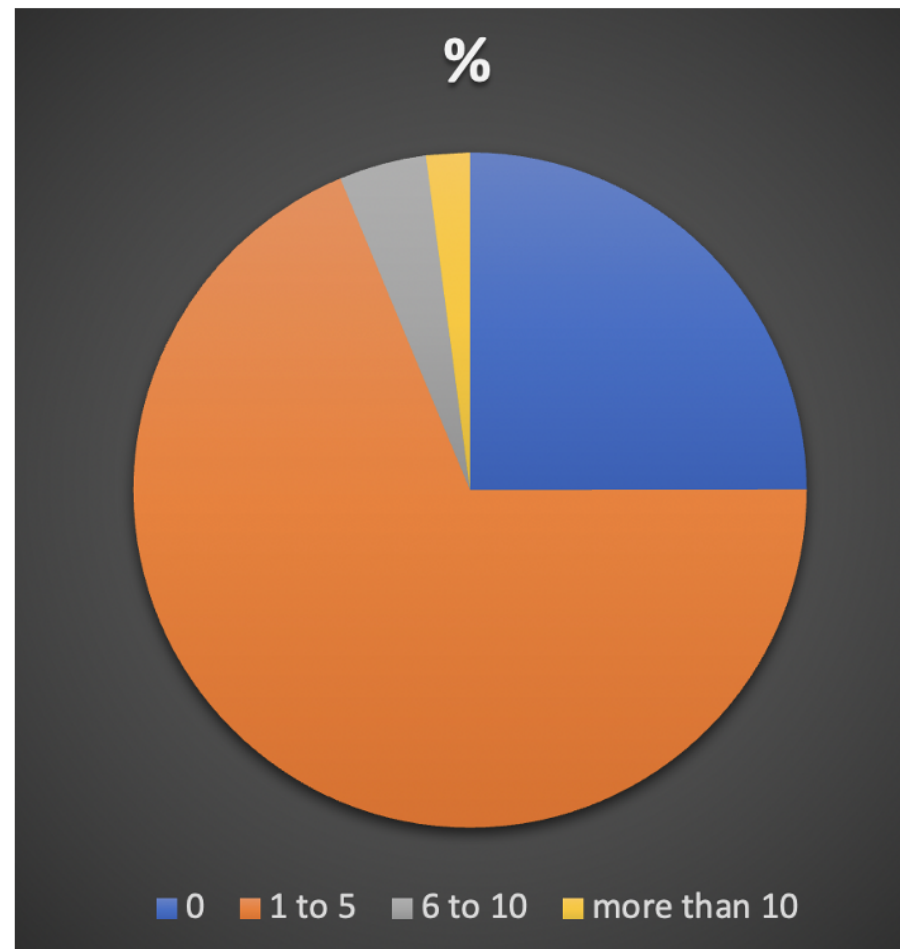


# IMPACT: Post Bootcamp

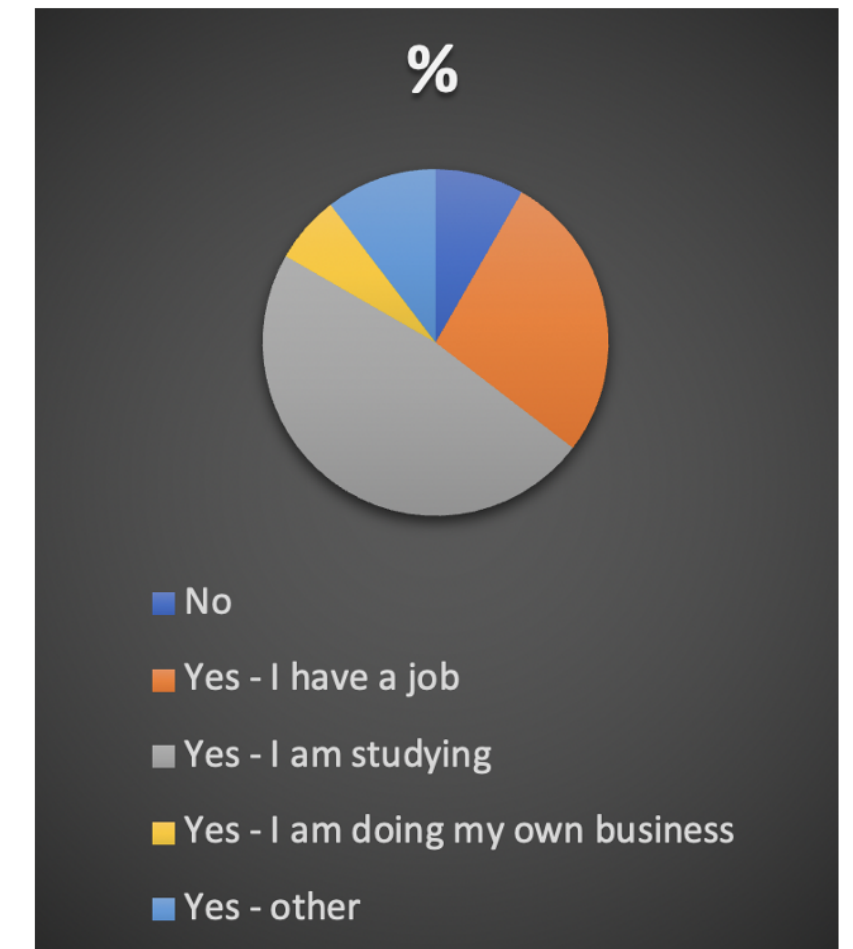
*CVs sent out*



*Interviews attended*



*Now engaged.*



It's great when small NGO's are friends rather than competitors; EducAid invited one of our team to join their training which was immensely valuable - it provided quality, accessible training on a relevant topic which was otherwise unavailable to us as a small NGO. The training provided a knowledge and understanding boost for Marouf and importantly contributed to his motivation and enthusiasm for our upcoming employability pilot programme  
- Director of Reseed

# LESSONS LEARNED

## Challenges



- Employers grumble about the quality of potential employees but were difficult to engage on strategies for improvement
- For many youngsters, a rich CV was a completely foreign concept & they struggled to show they had anything to offer an employer – they need to go and volunteer & look for life-learning experiences in order to appear useful. The presentation of the CV is one problem but the lack of content is another.
- Getting a balance between the young people's own desire to gain ICT skills versus their need to spend time understanding how to build and present their CVs & how to prepare well for an interview.
- Engagement with the proposed ongoing support mechanisms was very difficult. It is unclear if this is due to a lack of awareness of the need for ongoing and learning, lack of data for WhatsApp, or some other cause.

# RECOMMENDATIONS

- Don't wait until students leave school to start talking about building their CV – from day 1, they need to understand the importance of joining every club, volunteering for every opportunity etc. while at school.
- Providing choice and requiring learners to sign up for sessions proved motivating.
- Young people need focused, explicit support on CV preparation, interview skills, work ethic and ethics, digital and online tools in preparation for the workplace.

## Acknowledgement

- Thanks to the EducAid team who supported logistics & training sessions and to the Education Collaborative who provided the funds for the programme