Employers Skills Seminars (EMSIS) Project

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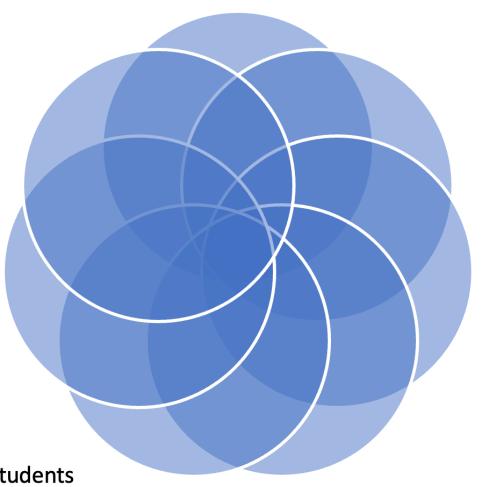
Problem Design / Concept Summary

The EMSIS project is aimed at enhancing the employment outcomes of BTU graduates. Key reason of engaging employers is to deepen BTU relations with the industry through industry outreach and students seminars

Project Problem

-BTU has a young faculty with limited Industry experience,

-No centralized or decentralized career services directorate



-Limited University engagement with Employers

-Limited students' access to current industry trends and employability tips

-limited exposure of students to on-site and off-site incubators for entrepreneurship development for instance (unpublished. IFC, 2020).

-Students lacked industry skills and knowledge to enhance their employability goals



OBJECTIVES

1

To help Students successfully graduate into a world of work with employable skills (soft skills)

BTU graduates gainfully performing various professional roles in the world of work and contributing to community, national, and international development.

2

To equip students and faculty representatives with relevant career development information that could be used to advance career growth and development.

3

To orient students on specific industry functions and associated career pathways



GRANI IYPE
Post Convening Microgrant
Grant (\$3000)



DURATION

9 months



TARGET GROUP

Students-1,808, Faculty members (DILCs)-25 & Industrial Liaison Committee (ILC/PIT)-7

- Project inception meetings with key University stakeholders
 Project team planning meetings
 Industry outreach meetings
- •Profiling of Employers/Industry Captains as Seminar speakers
- •Departmental/faculty Employer Skills seminars for students, Faculty Councilors, and Departmental Industrial Liaison Coordinators (DILCs)
- •End of Project review meetings
- •Project closure session with key stakeholders/confirmation of sustainability/scale up plan
- •Reporting (financial and Technical)

Methods
and
Implementation
Strategies





01 Inputs / Resources

Staff time, cash, vehicle, snacks, lunch, Resource Persons/Industry Captains

Expected Outputs/SuccessStories/Milestone

- •45 Employer-leads or Industry captains profiled.
- •30 Employer-Leads engaged with BTU faculty and students.
- •1808 students of all departments acquired adequate information on various employer skills and path of progression.
- •1808 students exposed to career search resources.
- •1808 students developed their career progression plans

Expected Impact (Social, Economic, Environmental)

- •80% of BTU graduates acquired employable skills and using same (soft and technical)
- •80% of graduates undertake further career development path after graduation and mandatory national service (Tracer studies
- •80% of BTU graduates gainfully employed after graduation and mandatory national service (Tracer studies



LESSONS LEARNT



- Assessments need not be limited to test of knowledge but can be reflective for awareness.
- Fast-moving pace of digital skills with advances in AI needs to be tracked and contextualized beyond the buzz.

CHALLENGES

- Poor scoping of digital skills for work
- Misunderstanding of the assessment by students as tests which affect responses.
- Data collection, management and protection concerns.



Conclusion



Project approved and funds released by EduCollab but internal bottlenecks stalled the implementation of activities as planned-delayed implementation

Lessons

- The non-tangible nature of the project does not seem to convince Management of the potential impact on employment outcomes for graduates
- The inconsistency decisions by Mgt can affect partnership relations
- The project is the first of its kind and may be sounding new to Management, more effort required to get full buy-in from key stakeholders

Key Challenges

- Demand for high administrative cost by Management from project cost
- Weak commitment to counter-fund activities from Management
- Competing staff time
- Tied academic calendar

Recommendations

- Use of weekends to run seminars to avoid conflict with students academic work.
- Strategic
 engagement by
 EduCollab with
 University heads