

# Employers Skills Seminars (EMSSIS) Project

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***Bolgatanga Technical University (BTU)***

# Problem Design / Concept Summary

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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,

-Limited University engagement with Employers

-No centralized or de-centralized career services directorate

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-limited exposure of students to on-site and off-site incubators for entrepreneurship development for instance (unpublished.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

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

1

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

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

01

## GRANT TYPE

Post Convening Microgrant  
Grant (\$3000)

02

## DURATION

9 months

03

## TARGET GROUP

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

## Methods and Implementation Strategies

- 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)

**01**

## **Inputs / Resources**

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

**02**

## **Expected Outputs/Success Stories/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)

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- 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