

Project Report for December 2023

LSETF/USADF Employability Program

Batch Number: Batch 1

Batch Start Date: 11th December 2023

Batch End Date: 16th August 2024.

Name of VTC: 8thGear Partners Limited

VTC Address: 11b Colin Onabule Crescent, Diamond Estate
CMD Road Magodo Lagos.

Course: Web Development, Digital Marketing, Creative Design, Sales & Customer Experience, Product Design (UI/UX), Coding and Robotics, and Data Analysis.

No. of Admitted

Students: 135 Participant

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1. Project Summary Table

Performance Indicators	Total Projected (Baseline)	Total since grant start	% Since grant start	Total Currently in Training
Indicators for Grantees				
Summary of all Training (Do not enter)				
No. Participants (Total)	260	135	51.9%	135
No. Participants (Female)	104	69	66.4%	69
No. Participants Graduated (Total)	234	0	0%	135
No. Participants Graduated (Female)	94	0	0%	69
No. Participants Gotten a Job (Total)	234	0	0%	135
No. Participants Gotten a Job (Female)	94	0	0%	69

The established benchmark for overall training completion is 90% of the total number of trainees admitted to the program, in alignment with the project scope. Additionally, the baseline for female participation is set at 40%, a decision made in consideration of the broader context. According to Project Syndicate, women represent only 30% of professionals in Africa's tech industry¹, and in the Nigerian tech space, women constitute approximately 22% of the industry workforce². Opting for a 40% baseline reflects our commitment to surpassing the current industry standards and fostering greater inclusivity within the tech ecosystem.

1

<https://african.business/2021/11/technology-information/women-challenge-male-domination-in-african-tech#:~:text=According%20to%20Project%20Syndicate%2C%20in,professionals%20in%20the%20tech%20industry.>

2

<https://www.thisdaylive.com/index.php/2023/03/08/nigerian-women-and-the-tech-space/#:~:text=For%20instance%2C%20women%20in%20the,suitability%20for%20tech%20roles%2C%20etc.>

2. Summary

8thGear Partners Limited is inviting applications for prospective candidates for the USADF/LSETF fully funded scholarship. The application process attracted over 1,000 applicants, leading to a rigorous selection process. Ultimately, 172 beneficiaries successfully enrolled after meticulous screening involving both 8thGear and counter-screening partners. The official training commenced on December 11, 2023, with 135 individuals admitted after the two-week admission window from the initial pool of 172 trainees. During this period, participants underwent comprehensive integration into the program, engaging in both theoretical and practical classes for their respective courses.

A two-week break was granted to students from December 22, 2023, and they are set to resume training on January 8, 2024, allowing them to celebrate Christmas and the New Year with their families.

Monitoring and evaluation began with surveys conducted on both facilitators and trainees during the first week. The baseline survey aimed to gather feedback from trainees regarding their experiences thus far. Responses were overwhelmingly positive, with constructive feedback received to enhance the overall trainee experience. Efforts are already underway to implement the suggested improvements.

Admitted Participants Breakdown:

After the admission window, a total of 135 beneficiaries were admitted to continue the training program. The participants were distributed across seven different courses. The breakdown of admitted participants and courses is as follows:

Courses	Batch 1
Data Analysis	42
Digital Marketing	16
Frontend Web Dev	11
Creative Design	18
Product Design (UI/UX)	23
Sales and Customer Experience	3
Coding & Robotics	5
Total	135

Expectations of Beneficiaries

During the first week of their engagement in the training program, beneficiaries had the opportunity to express their expectations and aspirations. Their expectations focused on various aspects contributing to their professional growth and development in the field of technology. The beneficiaries expressed expectations regarding:

- **Access to Professional Tech Opportunities:** seeking opportunities for internships, entry-level positions, or networking within the industry.
- **Job Prospects:** Desiring to enhance employability and increase chances of securing meaningful employment.
- **Knowledge and Skills Development:** Aiming to acquire new knowledge and skills in their chosen courses, including data analysis, web development, digital marketing, UI/UX design, and full-stack web development.
- **Career Advancement:** Hoping the training program contributes to career advancement in the tech industry.
- **Networking and Collaboration:** Expressing interest in connecting with industry professionals, mentors, and fellow beneficiaries to build a strong professional network.

Overall, the beneficiaries held high expectations from the training program, focusing on accessing professional opportunities, improving job prospects, acquiring new knowledge and skills, advancing careers, and fostering networking and collaboration within the tech industry.

A daily attendance report was submitted to the LSETF team in the first two weeks of training to assess ongoing participant engagement, and moving forward, attendance updates will be provided weekly.

2.1 Names of instructors and summary of each topic taught

S/N	Name of Instructor	Course taught	List of topics covered in the Month
1.	Olaitan Lawal	Sales & Customer Experience	• Introduction to Computing - General Class • Customer Experience Basics ✓ Age of the Customer ✓ What is Customer Experience ✓ Customer Journey ✓ Customer Experience takes Discipline

			✓ Customer Service Vs Customer Experience ✓ Why Focus on Customer Experience • Understanding Customer's Journey ✓ Phases of Customer Journey ✓ Why Listening to Customers ✓ Closing Loops with Customer ✓ Overview of the Retail Customer Journey ✓ Overview of the e-Commerce Customer Journey
2.	Rev'd Bode Daramola	Employability/Soft Skills Training	• Managing Self and Personal Development • Team Bonding and Collaboration
3.	Damilola Obidairo	Entrepreneurial Skills	• Growth Strategies • Value Proposition • Launching your Business
4.	Adebanjo Adeniji Omolohunu Oluwafemi	Web Development	• Introduction to Computing - General Class • Introduction to Front End Web Development ✓ Introduction to Code Editor

			☐ HTML Tags n' Element ☐ HTML Attributes ☐ HTML Media ☐ Assignment ☒ Introduction to Cascading Sheet Selectors ☐ Units ☐ Typography (Text Styling n' Fonts) ☐ Links ☐ CSS Background ☐ CSS Sizing and Positioning ☐ Icons ☐ Lists ☐ Tables ☐ Display ☐ Media Query ☒ Assignment; HTML n' CSS
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3.	Samuel Afolayan Bashorun Babs	Coding & Robotics	• Introduction to Computing - General Class • Introduction to Coding & Robotics ✓ Introduction to Scratch ✓ Scratch interface ✓ Creating sprites and backgrounds ✓ Basic motion and events ✓ Scratch projects and animations ✓ Creating simple animations ✓ Interactive stories
6.	Omowunmi Obadero Daniel Ajayi Abah Dominic	Data Analysis	• Introduction to Computing - General Class • Introduction to Data Analysis ✓ Data Visualization ✓ Data Visualization Fundamentals ✓ -Engaging your Audience ✓ Design Principles ✓ Data Storytelling ✓ Transform technical results into a compelling story ✓ Choosing the right data and the appropriate format ✓ Planning an Oral presentation

			✓ Crafting presentation slides • Introduction to Excel ✓ The Excel interfaces ✓ Exploring Data: Basic Formatting, data types and sorting in Excel ✓ Advanced Filter Functions
7.	Esther Oyebo	Product Design (UI/UX)	• Introduction to Computing - General Class • Introduction to Design ✓ Definitions ☐ Design ☐ UI Design ☐ UX design ✓ Relationship between UI and UX ✓ Difference between UI and UX ✓ What is Design Thinking? ✓ Stages of the design thinking process ☐ Empathize ☐ Define ☐ Ideate ☐ Prototype ☐ Test ✓ How to work on a Project ✓ Gathering Information and Inspiration

			✓ Understanding the UX Laws and Practicability ✓ Working on a project
8.	Hussine Sanni	Digital Marketing	• Introduction to Computing - General Class • Introduction to Digital Marketing ✓ History of Marketing/ Traditional Advertising ✓ Advent of Digital Marketing ✓ Digital Marketing vs Traditional Advertising ✓ Channels & Platforms in Digital Marketing • Digital Strategy ✓ Creative Strategy ✓ Digital Marketing Strategy ✓ Understanding your -Product/Brand ✓ Understanding your Consumer ✓ Map out USP's and Objectives ✓ STDC (See,Think,Do,Care) -Framework & Micro-Moments ✓ Digital Marketing Media Mix - Paid, Earned & Owned Media

			✓ Setting Objectives & KPIs
9.	Oyekanmi Jonathan Omoruyi Favour Moses Prince	Creative Design	• Introduction to Computing - General Class • Introduction to Creative Design • What is Graphic Design? ✓ Graphic Design project types and niches ✓ Graphic Design job options ✓ Graphic design job options ✓ What software do I need? • Fundamentals of Design ✓ Principles of Design ✓ Elements of Design ☐ Line ☐ Colour ☐ Shape ☐ Form ☐ Space ☐ Texture ☐ Typography ☐ Balance ☐ Contrast ☐ Repetition ☐ Rhythm ☐ Dominance ☐ Proportion ☐ Hierarchy

			☐ Alignment ☐ Proximity ☐ Function ☐ Simplicity
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3. Assessment Report

3.1 Assessment Approach & Scoring

All assessments (tests, assignments, and projects) will be an equal 60% and 40% for attendance in a combination of (60/40) to make 100%.

Three assessments will be carried out in the course of the training.

Assessment	Time (Weeks)	Percentage %	Remark
First Assessment	4	20	Not yet Done
Second Assessment	8	20	Not yet Done
Employability/soft skills	9	20	Not yet Done
End of training Project	10	40	Not yet Done

****The final assessment scores alongside the attendance scores would be used in selecting the beneficiaries for certifications and placements.*

3.2 Categories of assessment and allocated scores *See attached Assessment Template (here).*

Trainee details will be incorporated into the assessment template, with sheets appropriately labeled based on the corresponding courses to be assessed. Assessments are scheduled for weeks 4, 6, and 9, encompassing evaluations of both theoretical and practical aspects of the skills taught. Additionally, assessments will gauge employability skills and soft skills through activities such as mock interviews and role plays to assess the trainees' proficiency.

3.3 Details of each student, attendance rate, and assessment scores *(See attached Assessment Template (Excel sheet)).*

Trainee details will be integrated into the final score template, categorizing sheets based on the respective courses. Assessment and attendance scores for each trainee have been diligently included.

We employ a biometric machine for attendance tracking, enabling comprehensive monitoring. Weekly analysis of attendance reports assists in identifying absentees, facilitating follow-ups to ascertain reasons for their absence. Attendance holds

significance in the certification process. For a comprehensive overview of all beneficiaries' attendance, please refer to the attendance sheet.

3.4 *Assessment status of each student trained (See attached Assessment Template (Excel sheet)).*

3.5 Names of Assessor

S/n	Name of Assessors (Mentors)	Course
1	Adeniji Adebajo	Web Development
2	Omowunmi Obadero	Data Analysis
3	Hussein Sanni	Digital Marketing
4	Esther Oyebode	Product (UI/UX) Design
5	Rev'd Bode Daramola (MNACP, LDP)	Employability/Soft Skills
6	Damilola Obidairo	Entrepreneurship

3.6 Remarks by Assessor (if external)

Challenges

4.1. *A detailed breakdown of challenges encountered during the project period by both students and trainers.*

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● Students feedback on the program

5.1. Students' recommendation or general feedback *(A questionnaire has been designed to this effect)*

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Trainer's feedback/recommendation *(A questionnaire has been designed to this effect too)*

Placement

7.1. Details of students' placement [Name, Date, Employer, Current Status (including those retained in job)]

Please find attached sheet with the details

7.2. Students' feedback (*A questionnaire has been designed to this effect*)

7.3. Employers' feedback (*A questionnaire has been designed to this effect*)

7.4. Placement challenges

7.5. Key learnings

7.6. Success stories

Please find the link to the testimonial videos of participants

8. Conclusion

In wrapping up the month of December 2023, the training program has demonstrated remarkable progress over the past two weeks. As of Friday, December 22, 2023, we successfully concluded activities for the year. The anticipation is high as we look forward to the next phase, with the scheduled resumption date set for Monday, January 8, 2024. We appreciate the dedication and enthusiasm of all participants, and we are excited about the continued journey of growth and learning in the upcoming year.

9. Project Evaluation

9.1. Describe key activities carried out in the project and explain any delays and changes made to the project work plan.

9.2. Explain any opportunities or problems that have affected the execution of the project during the period. What actions have you taken to respond to these changes?

9.3. Describe any successes your organization has had related to the project?

9.4. Do you have any comments on the ADF program or other information you would like ADF to know about?

10. Pictures.

Below are some taken during the Training. Click [here](#) to see more pictures



Screening exercise to select the beneficiaries



Trainees during lecture