



U.S.-Egypt
Higher Education Initiative
Private University Scholarships



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Cooperative Agreement AID-263-A-15-00020

Local Scholarship Program (LSP) – Private

Quarterly Report

FY2022, Quarter 3

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Executive Summary

USAID awarded the Local Scholarship Program (LSP) – Private Universities to IIE and the agreement was signed between USAID and IIE on May 11, 2015. Since the inception of the LSP Scholarship Program, 210 students have been successfully recruited, selected, and awarded scholarships. The students have been placed at three host universities: the American University in Cairo (AUC), the Arab Academy for Sciences, Technology and Maritime Transport (AASTMT), and the British University in Egypt (BUE). While the planned number of students per cohort was 65, IIE was able to increase the number of Cohort 3 students from 65 to 80 students, including 11 students with disabilities.

The total number of LSP-Private current enrolled students in this reporting period is 88 (13 Cohort 2 – 75 Cohort 3) including 11 students with disabilities (3 females and 8 males) after two students were terminated and four left the program to pursue other opportunities.

Sixty-five Cohort 1 students graduated in FY2020 and FY2021, six of whom concluded a twelve-month Nursing residency during FY2021/Q4 reporting quarter.

Fifty Cohort 2 students (23 AASTMT, 7 AUC, and 20 BUE) graduated including six nursing students who started their residency year in October 2021. Five are doing their nursing residency in Cairo, while one is doing it in Qaliyobya, her home governorate.

One Cohort 3 student was successfully able to finish his studies earlier than his colleagues by one full semester due to his academic excellence.

LSP Graduates

Table (1): LSP Cohort 1 graduates disaggregated by Governorate and Gender

COHORT 1 Graduates (gender & governorate)	Alexandria	Assiut	Aswan	Beheira	Beni Sueif	Cairo	Dakahlia	Damietta	Fayoum	Gharbia	Giza	Ismailia	K. El Sheikh	Luxor	Marsa Matrouh	Menofeya	Minya	New Valley	North Sinai	Port Said	Qaliyobia	Qena	Red Sea	Sharkeya	Sohag	South Sinai	Suez	Total	PWD
Females	2	2	2	2	2	1	1	2	2	1	1	1	0	1	0	4	4	0	0	1	1	0	1	0	2	0	1	34	0
Males	1	0	1	2	4	1	0	0	2	0	3	0	1	2	0	1	0	0	0	0	2	4	1	3	2	0	1	31	1
Total Graduates	3	2	3	4	6	2	1	2	4	1	4	1	1	3	0	5	4	0	0	1	3	4	2	3	4	0	2	65	1

Table (2): LSP Cohort 1 graduates disaggregated by University and Field of Study

University	BUE			AASTMT			Engineering
	Communication and Mass Media	Economics	Nursing	Computing and Information Technology	International Transport and Logistics	Management and Business Technology	
Cohort 1	3	1	6	5	10	25	15
Total	10			55			

Table (3): LSP Cohort 2 graduates disaggregated by Governorate and Gender

COHORT 2 Graduates (gender & governorate)	Alexandria	Assiut	Aswan	Beheira	Beni Sueif	Cairo	Dakahlia	Damietta	Fayoum	Gharbia	Giza	Ismailia	K. El Sheikh	Luxor	Marsa Matrouh	Menofeya	Minya	New Valley	North Sinai	Port Said	Qaliyobia	Qena	Red Sea	Sharkeya	Sohag	South Sinai	Suez	Total	PWD
Females	0	3	2	0	1	0	0	0	2	0	2	2	0	5	0	8	3	1	0	1	1	1	0	0	1	1	0	34	0
Males	1	1	1	0	0	3	1	0	0	0	1	0	0	0	0	3	2	0	2	0	0	0	0	0	1	0	0	16	0
Total Graduates	1	4	3	0	1	3	1	0	2	0	3	2	0	5	0	11	5	1	2	1	1	1	0	0	2	1	0	50	0

Table (4): LSP Cohort 2 graduates disaggregated by University and Field of Study

University	BUE/AUC			AASTMT/AUC		
Field of Study	Communication and Mass Media	Economics	Nursing	Computing and Information Technology	International Transport and Logistics	Management and Business Technology
Cohort 2	13	4	6	5	8	14
Total	23			27		

LSP Students (currently enrolled)

Table (5): Current LSP Cohort 2 Students disaggregated by Governorate and Gender

COHORT 1 Students (gender & governorate)	Alexandria	Assiut	Aswan	Beheira	Beni Sueif	Cairo	Dakahlia	Damietta	Fayoum	Gharbia	Giza	Ismailia	K. El Sheikh	Luxor	Marsa Matrouh	Menofeya	Minya	New Valley	North Sinai	Port Said	Qaliyobia	Qena	Red Sea	Sharkeya	Sohag	South Sinai	Suez	Total	PWD
Females	0	1	0	0	1	0	0	2	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	7	0
Males	0	0	1	1	1	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	2	0	0	6	0
Total	0	1	1	1	2	0	0	2	0	0	1	0	0	1	0	0	1	0	0	0	0	0	0	1	2	0	0	13	0

Table (6): Current LSP Cohort 3 Students disaggregated by Governorate and Gender

COHORT 3 Candidates (gender & governorate)	Alexandria	Assiut	Aswan	Beheira	Beni Sueif	Cairo	Dakahlia	Damietta	Fayoum	Gharbia	Giza	Ismailia	K. El Sheikh	Luxor	Marsa Matrouh	Menofeya	Minya	New Valley	North Sinai	Port Said	Qaliyobia	Qena	Red Sea	Sharkeya	Sohag	South Sinai	Suez	Recruited	PWD
Females	1	1	1	2	2	6	1	1	3	0	1	0	0	1	0	4	7	0	0	3	1	0	1	1	0	0	1	38	3
Males	3	1	2	2	3	4	0	0	1	0	5	1	0	3	0	2	3	0	1	0	1	1	0	2	2	0	0	37	8
Total	4	2	3	4	5	10	1	1	4	0	6	1	0	4	0	6	10	0	1	3	2	1	1	3	2	0	1	75	11

During FY2022/Q3 (April 1 – June 30), the following activities took place:

LSP Scholar Academic and Personal Support

- Academic Individual and Group Support Meetings conducted for:
 - Seventeen Cohort 2 students (8 female and 9 males).
 - Fifty-one Cohort 3 students (27 females and 24 males).

Leadership and Career Activities

Career Activities

- One Cohort 2 female student attended Career Guidance Round 1.
- Twelve Cohort 3 students (7 females and 5 males) attended Career Guidance Round 1.
- Five Cohort 2 students (3 females and 2 male) attended Career Mentoring (Mock Interviews with HR Professionals).
- Fifty Cohort 3 students (23 females and 27 males) attended Career Mentoring (Mock Interviews with HR Professionals).
- Twelve Cohort 2 students (7 females and 5 males) attended Career Guidance Round 2.
- Sixty-six Cohort 3 students (33 females and 33 males) attended Career Guidance Round 2.
- Eleven Cohort 2 students (6 females and 5 males) attended Career Guidance Round 3.
- Sixty-two Cohort 3 students (30 females and 32 males) attended Career Guidance Round 3.

FY2022/Quarter 3 Reporting against Annual Work Plan

#	Sub-Task Description	Outputs/Deliverables	Activities by Quarter		Responsibility
			FY22, Q3	FY22, Q3	
			Cohort 2	Cohort 3	
Task 1: Program start-up and Management					
1.1	Complete Annual Work Plan (AWP) for FY21 (year 7)	AWP is completed with Cohort 1, Cohort 2 and Cohort 3 clearly represented and approved by USAID	Completed		Monitoring, Evaluation and Learning Manager
Task 2: LSP Scholar Academic and Personal Support					
2.1	Conduct a needs assessment of the required facilities modifications and other materials that IIE should procure for each student with a disability	Students with disabilities are provided with access to all learning resources and facilities	On-going (<i>note: the universities are providing necessary support for students with disabilities</i>).		IIE/Partner Universities (AASTMT)
2.3	Provide inclusive training to IIE staff and University Coordinators on how to support students with disabilities	Engaging students on campus to promote an on-campus culture that is receptive towards the disabled, bridging the gap between the disabled and the society	On-going		Academic Advising Manager
2.3	LSP students are supported financially and materially to attend university	Allowances are paid monthly; Student housing and personal space are ensured and monitored; Transportation is provided as needed	On-going		Advising Coordinators and Academic Advising Manager
2.4	Conduct occasional meetings with LSP students at the group and individual levels	Meetings are held to identify issues, review policies, etc.; IIE staff will provide mentoring and counseling to students to assist them in adjusting to their new environment	On-going		Advising Coordinator and Academic Advising Manager
Task 3: Leadership in Action Program					

#	Sub-Task Description	Outputs/Deliverables	Activities by Quarter		Responsibility
			FY22, Q3	FY22, Q3	
			Cohort 2	Cohort 3	
3.1	Continue development of Leadership in Action Program sessions, materials, and handouts	LIA materials and handouts are developed and updated	On-going		Leadership and Enrichment Manager
3.2	Conduct gender-related Issues Meetings	An IIE female staff member will meet with female LSP students quarterly to discuss gender issues that they deem relevant to their studies and the university community.	Completed		Leadership and Enrichment Team
3.3	Leadership enrichment activities	The diverse set of informal events to expose students to leadership topics including but not limited to speakers', movies series, and team-building retreat.			COMPLETED
3.4	Student-led conference	Students will be required to organize a conference to showcase their service-learning projects. In the process of doing so, students will learn how to conceptualize, plan, and implement a large-scale event.			COMPLETED
3.3	Organize Team Building retreat	The team-building retreat aims to teach students collegiality, cooperation, and leadership through experiential activities and reflection sessions.			Leadership and Enrichment Team
3.4	Organize gender forum	IIE will hold a discussion forum for female students focused on empowering them to address observed gender inequalities in their universities and communities. The agenda of the forums will be guided by topics the students themselves identify. Other components of the agenda could include accomplished female Egyptian guest speakers, as well as sessions aimed at addressing issues of confidence, equality, civil rights, communication, and leadership.	Completed		Leadership and Enrichment Team
3.5	Entrepreneurship Leadership Discovery Program	ELDP is an intensive workshop designed to prepare and guide Egyptian youth towards launching their own businesses in Egypt. 13 students will be from Cohort 1 and 7 from Cohort 2.	Completed		Leadership and Community Service Officer

#	Sub-Task Description	Outputs/Deliverables	Activities by Quarter		Responsibility
			FY22, Q3	FY22, Q3	
			Cohort 2	Cohort 3	
3.8	Summer Leadership Camp	Leadership camps for each cohort to develop their leadership and civic engagement skills. Each camp will build on previous ones.			COMPLETED
3.9	Cultural Trip 2	Trips are intended for students to learn more about the different parts of Egypt including the different cultures that exist.			COMPLETED
3.1	Leadership Life Skills Training	Students will gain a base of skills essential for their academic success through their bridge year curriculum and will also be introduced to leadership and life skills through sessions.			COMPLETED
Task 4: English Language Support					
4.1	LSP Cohort 1 and 2 graduates will take the SEPT/ OEPT test	LSP graduates will take SEPT/OEPT exam to gauge English language proficiency improvements.	On-going		Advising Coordinator and Academic Advising Manager
Task 5: Study Abroad Program					
Spring 2021 semester					
5.1	Placement of eligible LSP students at U.S. universities by IIE NY Placement Office	Students will have the chance to travel to the US to study for a summer session and participate in an internship.		Cancelled due to COVID-19 pandemic	Study Abroad Program Officer
5.2	Study Abroad logistics	All logistics necessary to LSP student travel to U.S. are undertaken including visa and TEAMS entry, travel arrangements, insurance, etc.			Study Abroad Program Officer
5.3	Pre-departure Orientation for LSP students who will travel to the U.S.	Pre-departure orientations are held for LSP students prior to travel			Study Abroad Program Officer
5.4	Monitoring of Study Abroad Program and issues	Study abroad officer and IIE DC office routinely monitors LSP study abroad students			Study Abroad Program Officer and IIE DC office
5.5	Reentry workshop	LSP students take a reentry workshop after their return from their study abroad program			Study Abroad Program Officer
Summer 2021 semester					

#	Sub-Task Description	Outputs/Deliverables	Activities by Quarter		Responsibility
			FY22, Q3	FY22, Q3	
			Cohort 2	Cohort 3	
5.6	Placement of eligible LSP students at U.S. universities by IIE NY Placement Office	Students will have the chance to travel to the US to study for a summer session and participate in an internship.		Completed	Study Abroad Program Officer, IIE/DC, Placement teams
5.7	Study Abroad Logistics	All logistics necessary to LSP student travel to U.S. are undertaken including visa and TEAMS entry, travel arrangements, insurance, etc.		Completed	Study Abroad Program Officer
5.8	Pre-departure Orientation for LSP students who will travel to the U.S.	Pre-departure orientations are held for LSP students prior to travel		Completed	Study Abroad Program Officer
5.9	Monitoring of Study Abroad Program and issues	Study abroad officer and IIE DC office routinely monitors LSP study abroad students		Completed	Study Abroad Program Officer and IIE DC office
5.10	Reentry workshop	LSP students participate in a reentry workshop after returning from their study abroad program			Study Abroad Program Officer
Winter 2022 term/OST					
5.11	Development of OST	Students will have the chance to travel to the US to study for a two-week OST		Completed	Study Abroad Program Officer, AEL team
5.12	Pre-departure Orientation for LSP students who will travel to the U.S.	Pre-departure orientations are held for LSP students prior to travel		Completed	Study Abroad Program Officer
5.13	Monitoring of Study Abroad Program and issues	Study abroad officer and AEL team routinely monitors LSP study abroad, students		Completed	Study Abroad Program Officer AEL team
5.14	Reentry workshop	LSP students participate in a reentry workshop after returning from their study abroad program		Completed	Study Abroad Program Officer
Task 6: Career Development					
6.1	Develop Career Development component	EFE components are developed/customized ⁵		On-going	IIE

⁵ The IIE career development team restructured the career component, after ending the partnership with EFE-Egypt, please refer to FY2021, Q1 report for more details

#	Sub-Task Description	Outputs/Deliverables	Activities by Quarter		Responsibility
			FY22, Q3	FY22, Q3	
			Cohort 2	Cohort 3	
6.2	Career Directions and Civic Engagement Training Program	The CDCE program will introduce participants to building their career map and basic job search skills, as well as explain how civic engagement and leadership skills are equally important activities for the development of their academic and professional careers. One day will be dedicated to a service-learning assignment in which participants will volunteer at a nonprofit organization.	COMPLETED		
6.2	Job placement training program	IIE will develop a job readiness and placement program as the culmination of a holistic and integrated career component. The program will provide participants with the necessary skills and knowledge to help them ensure their successful entry to the workforce.	On-going		Career Development Officer
6.3	Career mentoring activities	LSP Students will meet on a quarterly basis to work on their career plan, learn more about their field from technical mentors, participate in informational/mock interviews, and work on other areas with mentors as needed. There will be a 3-day mentorship networking event for each cohort in the third academic year to provide an opportunity for students to network with mentors across the private sector.	On-going		Career Development Officer
6.5	Service-Learning Projects	Students will be required to participate in a group project that addresses a need or reform in their home governorate.			COMPLETED
6.4	Internships	LSP students will be encouraged and assisted to engage in internships. LSP students collectively complete a total of 352 internships.	On-going		Career Development Officer
Task 7: Reporting and Monitoring and Evaluation					
7.1	Developing data collection instruments.	LSP students will complete a quantitative survey at three points: pre-scholarship, post-scholarship, and an impact survey administered six months after the end of the program. Survey tools are developed and implemented to gather student feedback and program evaluation data.	On-going for cohort 1, 2 and 3		Monitoring, Evaluation, and Learning Manager

#	Sub-Task Description	Outputs/Deliverables	Activities by Quarter		Responsibility
			FY22, Q3	FY22, Q3	
			Cohort 2	Cohort 3	
7.2	Conduct baseline assessment for LSP students	A baseline survey will be conducted for LSP students to assess their leadership skills and community service involvement			COMPLETED
7.3	Identify the Comparison group of students and plan for annual assessments	IIE will form a comparison group of qualified students who were not selected for or declined LSP scholarship.			COMPLETED
7.2	Submit Quarterly Progress Reports	IIE will submit a quarterly progress report 30 days after the end of each calendar quarter	7/31/2022		Monitoring, Evaluation, and Learning Manager
7.3	Submit semi-annual report	This report will be submitted starting the second year of implementation, IIE will submit two semi-annual detailed narrative progress reports	NA		Monitoring, Evaluation, and Learning Manager
7.4	Upload all approved LSP program reports to the DEC website	LSP program will upload the approved progress report to the DEC system for tracking, disaggregating, and reporting on all program activities	Completed		Monitoring, Evaluation, and Learning Manager
7.5	Capture LSP highlights and success stories	LSP student success and impact stories and achievements will be collected and documented	On-going		Monitoring, Evaluation, and Learning Manager

LSP Scholar Academic and Personal Support

Academic Progress

Cohort 1 Graduated / Cohort 2 – Academic Year Five/ Cohort 3 – Academic Year Four

Cohort 1: an official university transcript for one AASTMT graduate is pending issuance by the university.

Cohort 2: one student graduated after completing the Fall 2021 and her official university transcript is pending issuance by AASTMT. Engineering students finished coursework for their final year at AASTMT and AUC. Some students will have their graduation discussions during the first week of July. All students are expected to have completed their degree programs this summer.

Cohort 3: most students are finishing their final academic coursework at AASTMT, AUC, and BUE. Four AUC students have some incomplete courses, three of whom will require the summer 2022 term and the fourth student is expected to require an additional semester and finish in February 2023. One BUE student is having some issues with one course, and her graduation may be delayed. One AUC Computer Science visually impaired student will require an additional two semesters and is expected to graduate after the Spring 2023 semester.

Spring 2022 results and official transcripts are still pending from AUC, BUE and AASTMT.

HEI-SUS: one HEI-SUS student will require an additional year at AUC as a result of delayed academic progression. She is expected to graduate after the Spring 2023 semester.

Nursing Clinical Rounds

Six Cohort 2 nursing students are continuing their residency year, which should be concluded by the end of September 2022. Five are doing their nursing residency in Cairo, while one is doing her residency in her home governorate, Qaliyobya.

OEPT English Test

Students took the OEPT English test provided by AUC School of Continuing Education during this quarter. The test was divided into two groups: the first was on April 1 for 79 students, and the second was comprised of 11 students with visual impairment who took the test on two days on April 12 and 19. After receiving OEPT results from AUC, we have a total 185 students from all cohorts who achieved the required score (62 C1, 57 C2 and 66 C3). Some students faced technical issues during the test that hindered them from completing it. We are working with them to take the test and additional numbers will be updated in future reports. We have exceeded the English language proficiency target is of 176.

IIE has submitted a no-cost extension to enable students to complete their degrees after the current end date of the Program.

Academic and Personal Support

Due to the COVID-19 pandemic, the IIE team has been unable to conduct the regular frequency of campus visits, face-to-face individual meetings, and in-person meetings with university coordinators. In addition to the continuous

daily email communications, the team has been able to substitute this with virtual Zoom meetings and support phone calls with students, university coordinators, and staff. Over the last quarter, a total of 11 virtual academic individual support meetings/calls. IIE has decided to begin holding in-person activities now that more students and team members have been able to get vaccinated and ensure that the necessary COVID precautions are taken. The academic team visited AASTMT on May 29 and met with university coordinators and students. A group meeting was held with 48 students and was an opportunity to discuss students' issues, talk about graduation projects funds, and follow up on their academic performance. In addition to the group meeting, the team had 9 in-person meetings with some students discussing their needs, supporting them, and following up on their academic issues.

The team has been maintaining close contact with the university coordinators through regular phone calls. During FY2022/Q3, the Academic team conducted 36 virtual meetings and calls with the university coordinators, university assistants, and staff to discuss and follow up on various students' issues and requests.

Graduation Project Assistance Fund

All graduating LSP students can apply for the graduation project assistance fund up to a maximum of EGP 6,000. As per the policy, applicants are required to fill out an application with all the project elements, details, group members, timeline and expected costs. The application must be signed by the course professor and university coordinator and then sent to IIE for approval. All applications are reviewed by the academic team and required official receipts are reviewed by both academic and finance teams before payment. During this quarter, six students received graduation project assistance.

Study Abroad Program

Study Abroad Alternative Opportunity

Cohort 2:

IIE developed an Alternative Opportunity Training Course Fund for fifteen students (14 cohort 2 and 1 cohort 1) who did not have the chance to study abroad as a result of the pandemic and limited visa. Students were given the opportunity to take advanced courses or courses in subjects related to their fields of study or future careers with a budget of up to \$1000 per student. Students were required to provide full details about the training that they want to attend and its relevance to current studies or future career goals as well as potential benefits. All fifteen students (10 females and 5 males) have completed the training courses they applied for as part of the opportunity.

Cohort 3

During the previous quarter, 18 LSP students (9 females, 9 males) participated in an Observational Study Tour at the University of North Carolina, Charlotte from February 5-19, 2022. One student, Mostafa Gomaa Ahmed Mohamed, Cohort 3, AASTMT, Management and Business Technology did not get the J-1 visa on time. This student is eligible for the study abroad alternative opportunity training fund. He applied for four online courses and one in person course related to his field of study.

Leadership in Action Activities

Community Service

During FY2022/Q3, Cohort 2 and Cohort 3 students achieved a total of (398) community service hours. The students submitted all the details of their work within the community through an online survey shared by IIE. IIE is in the process of validating the data received from the students through emails and phone calls to the contact persons provided by the students to verify the numbers they submitted. Most of the students achieved their targets of the volunteering hours required from them, however, they are still encouraged to pay back to their communities through devoting hours of volunteering to various community activities.

Due to the continuation of the COVID situation, IIE continues to reduce the students' quarterly community service target to its half (12 hours instead of 24 hours) in addition to encouraging them to find online community service opportunities to abide by the social distancing guidelines. Now that students are in their final year, many are busy with graduation projects and beginning to focus more on career options, hence the decline in number of hours.

Career-related Activities

Career Guidance Round 1

During this reporting period, IIE continued to implement the first round of career guidance for one Cohort 2 and 12 Cohort 3 students virtually and in-person. During the one-hour individual session, IIE provided students with feedback on their resumes and how to customize them for different internship opportunities. In addition, students received feedback on their LinkedIn profiles and were given tips on how to expand their connections on the platform. Finally, IIE discussed with the students their career paths and interests so that IIE can connect them to potential internships opportunities.

Career Mentorship: Mock Interviews with HR Professionals

IIE worked with HR professionals from its network to conduct online mock interviews for Cohort 2 and Cohort 3 students as a way to prepare them for the job market. The mock interviews give the students an opportunity to practice their interviewing skills and to receive constructive feedback from an HR professional. Five Cohort 2 students and 50 Cohort 3 students participated in mock interviews in this quarter. The HR professionals included Human Resources Management, Consultant at AIMansouri Specialized Engineering, Ms. Rana Elzahaby, Senior HR Generalist at BlueCloud, Certified Career Coach and Senior Talent Acquisition & OD Specialist at SESCO Trans Egypt. Scheduling was a challenge as many students had exams or graduation project deliverables. As such, IIE will continue this activity for the rest of Cohort 2 and Cohort 3 students during FY2022/Q4.

Career Guidance Round 2: Technical Career Mentoring

During this reporting period, IIE implemented the Technical Career Mentoring event for LSP students.

The event consisted of round table discussions between students and professionals from the private sector during which the professionals shared their experience and students had the chance to ask questions and seek advice. Students had the opportunity to select three of the over 19 professionals with whom to meet. The mentors work in most of the students' fields of study and represented diverse range of employers including Amazon.com, AZ

Advertising, Banque du Caire, Deloitte, Done By Us (DBU), Elsewedy Electric, Fab Lab Egypt, Mondelez International, National Bank of Egypt, Nestle, P&G, Siemens, Soudanco, and Techno Tech.

In addition to the sessions with the professionals, IIE also implemented two workshops for interested students to attend: Job Searching Techniques and Interviewing Skills.

According to the students and mentors, the event was enriching and successful. IIE is particularly happy to share that a few of the professionals were interested in having notable students apply for positions in their companies.



- *The choice of the speakers was on target.*
- *I was able to attend sessions not related to my field I know for some it might be irrelevant, but I looked at it from another side that now I know about other areas I might consider working at later.*
- *Financial audit/ consulting. That gave me the chance to connect with one of the employees of two companies that I am dreaming of working in.*
- *Quality Control & Quality Assurance because the facilitator was very informative, and it was related to my major.*
- *The people who gave us the talk were experienced!*

Students' Feedback on the Career Mentorship Event

Career Guidance Round 3 - Career Assessments

IIE conducted Career Guidance Round 3 for 11 Cohort 2 and 62 Cohort 3 students. The group sessions were led by, IIE consultant and certified career coach, Hussein Farghaly and took place in Cairo for AUC and BUE students and in Alexandria for AASTMT students.

During the session, students took The DISC and RIASEC assessments which are two digitally based personality and career assessments to identify their preferences and career interests. The instructor then explained the different results, the skills, competencies, and potential corresponding professions. One challenge was that it seemed to be difficult for the visually impaired students to keep up with the session as it is fast-paced and requires completing the assessment on the computer in an allotted amount of time. In response, IIE offered to hold additional sessions for the visually impaired students so that they could have more time and support. IIE's efforts included sending them four emails and phone calls but it seems the students were not interested as they were not responsive.

Job Readiness Post-Assessment Interviews

During FY2022 Q3, IIE started to conduct online job readiness post- assessment interviews for Cohort 2 and 3. IIE compares the results with those in their pre-assessment to assess progress. The post-assessment is an hour and a half in duration, and it consists of two parts. During the first part of the assessment, the interviewer asked questions related to their career path and interests, in addition to typical interview questions in order to see how the student responds. The second part of the assessment is evaluating the student's English language proficiency in writing and speaking.

In evaluating the students, the interviewers used a rubric which measures the students' skills in the following areas: 1) Perception and Awareness, 2) Quality of Interviewing Skills, 3) Quality of Resume, and 4) English Proficiency. IIE then shares the rubric results with the students so that they can see the interviewer's feedback on their strengths and areas that need improvement, if any.

IIE faced some challenges while conducting the assessments including scheduling challenges for students who still have exams or are participating in internships, connectivity issues, and in some cases issues with sense of commitment and/or responsibility. In response, IIE managed to offer flexible times to conduct these activities for example, IIE offered to do this session in weekends and weekdays in evenings.

During this quarter, IIE conducted the following assessment:

Cohort 2: 2 (1 female, 1 male)
Cohort 3: 16 (10 females, 6 males)

All students who have been assessed showed improvement except for one Cohort 3 female student.

Excel and Elevate Training Program (EETP)

IIE is currently designing the Excel and Elevate Training Program (EETP) which will take place in August and will be the final career development activity for LSP students.

IIE is keen on designing a program that helps address the students' real needs and support them with basic skills to be able to compete in the job market. In order to achieve this, IIE used devised and disseminated two tools in order to solicit input that will help inform the design of the EETP. The first tool was a training needs assessment

(TNA) shared with students so that they could indicate their needs, the topics and themes they think are important to and the skills they need to enhance or gain. A total of 8 Cohort 2 students and 46 Cohort 3 students filled out the survey.

The second tool was a market research survey sent to employers. The survey included questions about the current market trends and what the employers are looking for in fresh graduates. A total of 31 employers from different companies and industries participated in the market research survey including Cer10 Consultation, Vodafone, Universal Maccaan, Tetra Tech., Saudi Diyar Consultants, Samsung SDS Egypte, QNBAA, P&G, New Giza University, IECD, Hassan Allam Holding, Handicap International, FinBi and ElNasr Automotive.

Internships

IIE shared 12 internship opportunities with students this quarter in different fields including, Engineering, Human Resources, Marketing, Finance, Computer Science and Business Intelligence.

During this quarter, IIE secured documentation for the following 3 internships:

- Cohort 3: 3 internships¹, 2 students (0 females, 2 males)

The internships were secured by the students include the following employers: 57357, CIB and Banque du Caire.

Employment Assistance and Follow Up

IIE conducted outreach to 16 different employers who shared potential job vacancies for Cohort 1 and 2 graduates of 2020 and 2021, and Cohort 2 and 3 graduates to be during FY2022 Q3. The employers include K Group, Furvive, Vivo, Etisalat, Vodafone, Rawmart, SYKES, Eva Pharma and Elsabaa Automotive.

Upcoming activities in FY2022/Quarter 4

LSP Scholar Academic and Personal Support:

- Group and individual academic support meetings.

Leadership and Career Activities

- Career Guidance Round 1 for Cohort 2 & 3 (Resume Critique and LinkedIn Review) Continue
- Virtual Mock Interviews for Cohort 2 & 3 Continue
- Excel and Elevate Training Program for Cohort 2 & 3
- Job Readiness Post-Assessments Continue
- Gender Forum
- Gender Meetings

¹ Some students participated in more than one internship which is why the number of internships is more than the number of students.