



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



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Education

**Cooperative Agreement AID-263-A-15-00020**

**Local Scholarship Program (LSP) – Private**

**Quarterly Report**

**FY2022, Quarter 4**

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**Table of Contents**

**Executive Summary ..... 4**

**FY2022/Quarter 4 Reporting against Annual Work Plan ..... 7**

**LSP Scholar Academic and Personal Support..... 13**

Academic Progress ..... 13

Academic and Personal Support ..... 14

Graduation Project Assistance Fund..... 14

**Study Abroad Program ..... 14**

Study Abroad Alternative Opportunity..... 14

**Leadership in Action Activities ..... 15**

Career-related Activities..... 15

    Career Mentorship: Mock Interviews with HR Professionals ..... 15

    Career Guidance: Extra Session for Visually Impaired Students..... 15

    Job Readiness Post-Assessment Interviews..... 15

    Excel and Elevate Training Program (EETP)..... 16

Gender Component Activities ..... 17

Internships..... 17

Employment Assistance and Follow Up ..... 17

**Upcoming activities in FY2023/Quarters 1, 2, and 3 ..... 17**

**Table of Tables**

**Table (1): LSP Cohort 1 graduates disaggregated by Governorate and Gender ..... 4**  
**Table (2): LSP Cohort 1 graduates disaggregated by University and Field of Study ..... 5**  
**Table (3): LSP Cohort 2 graduates disaggregated by Governorate and Gender ..... 5**  
**Table (4): LSP Cohort 2 graduates disaggregated by University and Field of Study ..... 5**  
**Table (5): LSP Cohort 3 graduates disaggregated by Governorate and Gender ..... 5**  
**Table (6): LSP Cohort 3 graduates disaggregated by University and Field of Study ..... 5**

## 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.

*Cohort 1:* 65 students (55 AASTMT and 10 BUE) completed their studies in FY2020 and FY2021 including six of whom concluded a twelve-month Nursing residency in FY2021/Q4. IIE received all the official transcripts from all the partner universities with the exception of one transcript from AASTMT.

*Cohort 2:* 63 students (35 AASTMT, 8 AUC, and 20 BUE) completed their studies including six nursing students who started their residency year in October 2021 and completed it in FY2022/Q4 with the exception of one nursing graduate will finish by FY23/Q1 Five were doing their nursing residency in Cairo, while one was doing it in Qaliyobya, her home governorate. Two students quit the program to pursue other scholarship opportunities abroad. IIE received all official transcripts from all the partner universities with the exception of 13 transcripts from AASTMT.

*Cohort 3:* 72 students have completed their studies as of this reporting quarter, 26 of whom IIE received their official transcripts (15 BUE – 11 AUC). The remaining transcripts should be received in FY2023/Q1. Four AUC students are still in the program including one male student with disability (1 female and 3 males) while four students were either terminated or quit to pursue other opportunities.

There is one HEI-SUS student continuing at AUC in AY2022/23 to complete her degree.

## LSP Graduates

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

COHORT I 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	0 <sup>1</sup>	30	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	1	64	1 <sup>2</sup>

<sup>1</sup> One male AASTMT Marine Engineering student completed his studies pending his official transcript from AASTMT

<sup>2</sup> One PwD male graduate from Qena Governorate

**Table (2): LSP Cohort 1 graduates disaggregated by University and Field of Study<sup>3</sup>**

University	BUE			AASTMT			?
Field of Study	Communication and Mass Media	Economics	Nursing	Computing and Information Technology	International Transport and Logistics	Management and Business Technology	Engineering
Cohort 1	3	1	6	5	10	25	14
Total	10			54			

**Table (3): LSP Cohort 2 graduates disaggregated by Governorate and Gender<sup>4</sup>**

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<sup>5</sup>**

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		

**Table (5): LSP Cohort 3 graduates 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	Total	PWD
Females	1	1	1	1		1	1	1	3		2					1	1			1				2				17	0
Males	1	0	1	0		2	0	0	1		2					0	0			0				2				9	1
Total	2	1	2	1		3	1	1	4		3					1	1			1				4				26	1 <sup>6</sup>

**Table (6): LSP Cohort 3 graduates disaggregated by University and Field of Study<sup>7</sup>**

University	AUC			BUE		AASTMT		
Field of Study	Computing and Information Technology	Management and Business Technology	Sciences	Communication and Mass Media	Economics	Management and Business Technology	International Transport and Logistics	Computer Sciences
Cohort 3	4	4	3	11	4			
Total	11			15				

<sup>3</sup> Numbers listed in this table reflect the number of students who are officially graduated and IIE received their transcripts<sup>4</sup> Thirteen Cohort 2 students completed their studies pending their official transcripts<sup>5</sup> Numbers listed in this table reflect the number of students who are officially graduated and IIE received their transcripts<sup>6</sup> One PwD male graduate from Giza Governorate<sup>7</sup> Numbers listed in this table reflect the number of students who are officially graduated and IIE received their transcripts

**During FY2022/Q4 (July 1 – September 30), the following activities took place:**

### **LSP Scholar Academic and Personal Support**

- Academic Individual and Group Support Meetings conducted for:
  - Two Cohort 2 students (2 females).
  - Seven Cohort 3 students (4 females and 3 males).

### **Leadership and Career Activities**

#### Career Activities

- One Cohort 2 student (1 female) attended Career Mentoring (Mock Interviews with HR Professionals).
- Six Cohort 3 students (3 females and 3 males) attended Career Mentoring (Mock Interviews with HR Professionals).
- Two Cohort 3 students (2 females) attended Extra Career Guidance session with Dr. Mostafa Attia.
- Four Cohort 2 students (2 females and 2 males) attended Job Readiness Post Assessment Interviews.
- 31 Cohort 3 students (19 females and 12 males) attended Job Readiness Post Assessment Interviews.
- 10 Cohort 2 students (5 females and 5 males) attended Excel and Elevate Training Program (EETP).
- 61 Cohort 3 students (32 females and 29 males) attended Excel and Elevate Training Program (EETP).
- Six gender meetings and two gender forums were held during the EETP for all the current Cohort 2 and 3 students.
  - Gender-Related Issues Meeting 5 Cohort 3 attended by (10 Females): WenDo Training
  - Gender-Related Issues Meeting 6 Cohort 3 attended by (10 Females): WenDo Training
  - Gender-Related Issues Meeting 1 Cohort 2 attended by six students (5 females & 1 male)
  - Gender-Related Issues Meeting 2 Cohort 2 attended by one female student.
  - Gender-Related Issues Meeting 3 Cohort 2 attended by eight students (5 females & 3 males)
  - Gender-Related Issues Meeting 4 Cohort 2 by two students (1 female & 1 male)
  - Gender-Related Issues Meeting 1 Cohort 3 attended by 26 students (18 females & 8 males)
  - Gender-Related Issues Meeting 2 Cohort 3 attended by 27 students (12 females & 15 males)
  - Gender-Related Issues Meeting 3 Cohort 3 attended by 29 students (19 females & 10 males)
  - Gender-Related Issues Meeting 4 Cohort 3 attended by 30 students (10 females & 20 males)
  - Gender Forum: Gender in Workplace (#7) attended by seven Cohort 2 students (6 females & 1 male) and 53 Cohort 3 students (31 females & 22 male)
  - Gender Forum: Gender in Workplace (#8) attended by eight Cohort 2 students (5 females & 3 male) and 53 Cohort 3 students (27 females & 26 male)

## FY2022/Quarter 4 Reporting against Annual Work Plan

#	Sub-Task Description	Outputs/Deliverables	Activities by Quarter		Responsibility
			FY22, Q4	FY22, Q4	
			Cohort 2	Cohort 3	
<b>Task 1: Program start-up and Management</b>					
1.1	Complete Annual Work Plan (AWP) for FY21 (year 8)	AWP is completed with Cohort 1, Cohort 2 and Cohort 3 clearly represented and approved by USAID	Completed		Monitoring, Evaluation and Learning Manager
<b>Task 2: LSP Scholar Academic and Personal Support</b>					
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 and AUC)
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	Completed		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
<b>Task 3: Leadership in Action Program</b>					

#	Sub-Task Description	Outputs/Deliverables	Activities by Quarter		Responsibility
			FY22, Q4	FY22, Q4	
			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	Completed		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.	On-going		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	Completed		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, Q4	FY22, Q4	
			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
<b>Task 4: English Language Support</b>					
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.		Completed	Advising Coordinator and Academic Advising Manager
<b>Task 5: Study Abroad Program</b>					
<b>Spring 2021 semester</b>					
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.			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		Cancelled due to COVID-19 pandemic	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
<b>Summer 2021 semester</b>					

#	Sub-Task Description	Outputs/Deliverables	Activities by Quarter		Responsibility
			FY22, Q4	FY22, Q4	
			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
<b>Winter 2022 term/OST</b>					
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
<b>Task 6: Career Development</b>					
6.1	Develop Career Development component	EFE components are developed/customized <sup>5</sup>		Completed	IIE

<sup>5</sup> 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, Q4	FY22, Q4	
			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.	Completed		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.	Completed		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
<b>Task 7: Reporting and Monitoring and Evaluation</b>					
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, Q4	FY22, Q4	
			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			Monitoring, Evaluation, and Learning Manager
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.			Monitoring, Evaluation, and Learning Manager
7.2	Submit Quarterly Progress Reports	IIE will submit a quarterly progress report 30 days after the end of each calendar quarter	10/30/2022		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	10/30/2022		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 – Four Years Majors: Graduated, Five Years Majors: 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:* 13 official university transcript for a student who graduated after Fall 2021 is pending issuance by AASTMT. All cohort 2 students graduated from AASTMT and AUC.

*Cohort 3:* all AASTMT and BUE students finished their studies successfully. Thirteen AUC students finished their studies successfully. IIE received all official stamped transcripts from the BUE side, eleven official stamped transcripts from graduates at AUC. Two official university transcripts are pending issuance from the students' side at AUC and all AASTMT official university transcripts are pending issuance from the AASTMT side and should be received in FY2023/Q1.

Four AUC students did not graduate with their cohort due to delayed academic progression; three of them are expected to graduate after the Fall 2022 semester while the other student with visual impairment will need a whole academic year and is expected to graduate after the Spring 2023 semester.

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

### Top Ranking Students

84 HEI Local Scholarship Program – Private students completed their studies in FY22, Q4 with 23 graduating in the top 10 in their departments. IIE team members attended the academic year 2021/22 graduation ceremony for Arab Academy for Science, Technology, and Maritime Transport's Faculty of Management and Technology held in Alexandria on Thursday, September 29. Many of the students received medals for academic excellence including three visually impaired students who were the first to study accounting at the Academy. In addition, the IIE team was recognized by AASTMT for their efforts in supporting LSP students at the Academy.

#### **Top Ranking Students:**

**Arab Academy for Science, Technology, and Maritime Transport:** 18 ranked in the top 10 of their departments

- College of Computing and Information Technology - Information Systems: 2<sup>nd</sup>, 4<sup>th</sup>, 5<sup>th</sup>, and 6<sup>th</sup>
  - College of Computing and Information Technology - Software Engineering: 10<sup>th</sup>
  - College of Engineering & Technology - Computer Engineering: 8<sup>th</sup>
  - College of Engineering & Technology - Mechanical Engineering: 5<sup>th</sup>
  - College of International Transport & Logistics - International Trade Logistics Management: 2<sup>nd</sup>, 3<sup>rd</sup>, and 9<sup>th</sup>
  - College of International Transport & Logistics – Logistics & Supply Chain Management: 2<sup>nd</sup>
  - College of Management & Technology – Accounting: 2<sup>nd</sup> and 8<sup>th</sup> (both visually impaired)
  - College of Management & Technology - Business Information System: 3<sup>rd</sup> and 8<sup>th</sup>
  - College of Management & Technology – Finance: 1<sup>st</sup> and 7<sup>th</sup>
  - College of Management & Technology - Media Management: 7<sup>th</sup>
-

**British University in Egypt:** five students ranked in the top 10 of their departments

- Faculty of Business, Economics, and Political Science – Economics: 1<sup>st</sup> and 7<sup>th</sup>
- Faculty of Mass Communication: 1<sup>st</sup>, 3<sup>rd</sup>, and 9<sup>th</sup>

## Nursing Clinical Rounds

Six Cohort 2 nursing students were conducting their residency year in FY2022. The five are doing their residency in Cairo completed their residency in September 2022, while one doing her residency in her home governorate, Qaliyobya, is expected to finish in October 2022.

## Academic and Personal Support

In addition to the email communications, the team has been able to hold virtual Zoom meetings and support phone calls with students, university coordinators, and staff. Over the last quarter, a total of nine virtual academic individual support meetings/calls. IIE has been holding in-person activities since FY22/Q2 since students and team members were able to get vaccinated and ensure that the necessary COVID precautions are taken. LSP team visited AASTMT on September 29 to attend School of Business and Management graduation ceremony and to meet with university coordinators. During the ceremony, many LSP cohort three students, including students with visual impairment, received honors for their academic excellence and ranking high in their specialization class. A rankings list will be shared from the university and added to the coming report.

The team has been maintaining close contact with the university coordinators through regular phone calls. During FY2022/Q4, the Academic team conducted 23 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, 24 students received graduation project assistance in addition to six in the past quarter bringing the total number of students who received graduation assistance funding to 30 by this reporting quarter (Q3 & Q4).

## 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. One cohort 3 from AASTMT, Management, and Business Technology applied for six online courses and one in-person course related to his field of study. He will finish in October 2022.

## Leadership in Action Activities

### Career-related Activities

#### Career Mentorship: Mock Interviews with HR Professionals

IIE worked with HR professionals from its network to conduct online mock interviews for Cohort 2 and 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. One Cohort 2 student and six Cohort 3 students participated in mock interviews this quarter. Due to students' exams and also the fact that it's challenging to communicate with them after they graduate, there are a couple of students who were unresponsive towards this activity. We contacted them several times through phone calls and emails with no response from their side.

#### Career Guidance: Extra Session for Visually Impaired Students

IIE tailored career guidance for visually impaired students with IIE Disability and Inclusion Consultant, who is visually impaired as well. He was able to deliver beneficial guidance to our students regarding upcoming steps, how to hit the job market, and the challenges they may face during the upcoming period of their life. Two students (2 Females) attended this session with him and according to the students, this session was very enriching for them.

#### Job Readiness Post-Assessment Interviews

During FY2022/Q4, IIE continued 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. IIE will continue conducting this activity during FY23/Q1.

During this quarter, IIE conducted the following assessment:

- Cohort 2: 4 (2 female, 2 male)
- Cohort 3: 31 (19 females, 12 males)

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

### Excel and Elevate Training Program (EETP)

IIE implemented the Excel and Elevate Training Program (EETP) in person August 10-15, 2022. The EETP is the culmination of the career component which provides participants with essential skills and knowledge needed in the job market as identified by employers to IIE in the market research survey that was disseminated in FY22/Q3. In addition, IIE designed the Program based on students' needs which they indicated in the training needs assessment also completed in FY22/Q3.

IIE designed the format of the Program based on lessons learned from previous virtual activities and also based on input students gave. For example, the Program took place over evenings and weekends so that students who were interning or working could attend. In addition, the design was dynamic as it consisted of training sessions with external consultants and workshops. Sessions included Advanced Excel Skills, Egyptian Labor Law, Business Etiquette, and Business Writing. Sessions led by IIE consultants. 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.

### EETP Evaluations:

*It is very helpful session because it show us how strong we are and how we could save ourselves and our rights through different ways.*  
WenDo- Session

*Informative session opened my mind to many things that I will face in the market. I benefit from this session, and it was enjoyable.*  
Egyptian Labor Law Session

*Good session and informative. Excellent facilitator and energetic during the entire session. I liked it so much and I felt it is beneficial for us.*  
Business Etiquette Session

*Excellent knowledge of instructor. very informative and interesting session. I am really grateful for the facilitator. I got a lot of information in this session.*  
Advanced Excel Session

*Excellent topics have been discussed that will benefit us on the upcoming journey. Also, most of the facilitators were helpful and patient to give us the advice properly.*

**EETP Overall Evaluation**



## Gender Component Activities

IIE implemented two gender forums and six gender meetings in the form of a camp during the EETP over the course of two days for all current Cohort 2 and Cohort 3 students. The idea of those meetings and forums were mainly discussing gender in workplace and how to deal with gender issues inside the work premises. The days consisted of experiential activities discussions and that focus on gender-related issues including the following:

- Why gender in the workplace
- How does gender affect workplaces Agree/ disagree game about gender roles in workplace
- Sexual harassment situations
- Reflection on sexual harassment situation and Presentation about relevant information
- WenDo Self-Defense and Women Empowerment (only for female students)

## Internships

IIE shared six internship opportunities with students this quarter in different fields including Engineering, Human Resources, Marketing, Finance, Computer Science and Specialized programs for people with disabilities.

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

- Cohort 2: 3 internships, 3 students (2 females, 1 male)
- Cohort 3: 25 internships<sup>8</sup>, 19 students (8 females, 11 males)

The internships were secured by IIE and the students including the following employers: Giza Cable Industries, Stem club, Amideast, Elemam for Trade, Aptec Distribution, KarmSolar, iSEED and Z Solutions.

## Employment Assistance and Follow Up

IIE conducted outreach to 21 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/Q4. The employers include Harley Davidson, Pixelogic Media, CRS, UN Women, RISE, Educate Me, Telecom Egypt (WE), Activa and Dakhlia Group.

## Upcoming activities in FY2023/Quarters 1, 2, and 3

### LSP Scholar Academic and Personal Support:

- Continue with the support of the remaining four Cohort 3 students and one HEI-SUS student.

### Leadership and Career Activities

- Continue with the Job Readiness Post-Assessments for the remaining students
- Final event to celebrate LSP students and successes

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<sup>8</sup> Some students participated in more than one internship which is why the number of internships is more than the number of students.

