



**Quarterly
Monitoring and Evaluation Report
January – March 2021**

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GLOSSARY

COMAHS	College of Medicine and Allied Health Science
COVID-19	Corona Virus Disease 2019
DSI	Diploma in Server Infrastructure
GTI	Government Technical Institute
IAMTECH	Institute of Advance Management and Technology
I.T.	Information Technology
MMCET	Milton Margai College of Education and Technology
NCTVA	National Council for Technical, Vocational and other Academic Awards
SfL	Schooling for Life
SL	Sierra Leone
SQL	Structured Query Language
UBA	United Bank for Africa

INTRODUCTION

Schooling for Life is an educational organisation that empowers youth through the Skills for a Successful Future programme. The Skills for a Successful Future programme is divided into three pillars; scholarships, employability skills training and personal guidance. Schooling for Life assesses its success based on the following objectives:

- At least 80% of students who started the programme, graduate from the programme
- At least 80% of students who have graduated from the programme, are engaged in meaningful employment within 1 year of graduation (this can also be a transition from internship to full employment)
- At least 80% of graduates who have secured employment, have remained in meaningful employment for at least 1 year.

For this reporting period we have evaluated where we stand, our progress and challenges, and captured our lessons learnt under the following areas:

- Winding down process
- Scholarships
- Mentorship
- Students in the job market

This Monitoring and Evaluation (M&E) report covers activities planned and implemented from January to March 2021. This is the 1st and only quarterly M&E report produced by Schooling for Life for this academic year 2020/2021. At the time of writing this report, SfL has closed its programme and physical space in Sierra Leone and is in the process of preparing to transition online for other youths and employers in low- and middle-income countries to benefit from the knowledge and content built over the past 6,5 years. Furthermore, personal guidance sessions were finalised in September 2020 and were therefore addressed in the previous report for the last time. For this reporting period we will be addressing the Batch four mentorship performed by our graduates.

This Monitoring and Evaluation report will be the last report delivered by Schooling for Life on the activities of the organisation in Sierra Leone.

The table below provides a breakdown of Schooling for Life students in and out of the programme as at 31st March 2021. It represents the entire compliment of students that are currently being taken care of by SfL to pursue their tertiary education as well as students that have graduated out of the programme for less than a year (as this is the monitoring threshold). Batch four is the only batch that has not yet graduated from the programme.



Table 1: Overview of all students in and graduated from the programme

Batch	Students still in pillar 1	Graduated from SfL but currently without employment	Graduated from SfL and in employment	Total number of students per batch
2	2	4	7	13
3	13	0	9	13
4	5	0	0	5
Total	20	4	16	31

Note 1: Batch three students have not yet graduated from college, however, 9 out of 13 students have secured employment at time of reporting.

Note 2: Throughout the report, the term employment refers to contracted employment, internships or/and volunteer positions.

THE ORGANISATION

WINDING DOWN PROCESS

By the end of 2020, all communication towards direct beneficiaries and guardians had been concluded.

During the current reporting period, Schooling for Life focused on the audits performed and the liquidation of assets.

As per Sierra Leone NGO policy, SfL donated its assets to officially registered NGOs in Sierra Leone with alike target groups and objectives.

Recipients of the SfL assets and office materials:

- Girls Empowerment Sierra Leone
- Global Youth Network for Empowerment and Development - Sierra Leone
- Mentorship programme Sierra Leone

Among the distributed items were approximately 900 reading- and study books, office furniture, bookcases, an air conditioner, printers and a generator.

Prior to the above distribution, the organisation gifted 52 reading and literature books to its students. These books will help students widen their horizon and aid in their English skills.

The audits and AGM have been concluded within this reporting period.

As at the time of writing, the organisation has officially appointed a liquidator and initiated the liquidation process in accordance with the laws of Sierra Leone.



THE SKILLS FOR A SUCCESSFUL FUTURE PROGRAMME

PILLAR ONE – SCHOLARSHIPS

It has been a year since the Batch one students completed and graduated out of the Skills for a Successful Future programme. In line with one of the organisational objectives stated above, SfL will cease to follow up on students after a year of graduating out of the programme.

Following the table above, the breakdown of students in college as at 31st March 2021 reads as follows:

Batch Two (Number of Students – 13) All the batch two students have graduated out of the programme. However, we still have **(2)** Information Technology students at Bluecrest college completing their courses respectively on Database Administration and Networking. The Database Administration student is doing two modules at the moment, being DSI and SQL, and the Networking student is doing his final module in DSI.

Batch Three (Number of Students – 13) The batch three students were part of the graduation ceremony. However, they are yet to complete pillar one of the programme, as they await their NCTVA results.

Below is the breakdown of students in their respective institutions with their courses studied in their second (final) year in college. It is important to note that the MMCET students have sat to their NCTVA exams and they are awaiting their results. Some of these batch three students have already secured employment, volunteering or internship positions.

- **(4)** students at Bluecrest college are pursuing their final module in Networking
- **(7)** students at MMCET Congo Cross are awaiting their NCTVA result and they studied the following courses:
 - **(3)** students studied Business Administration
 - **(2)** students studied Civil and Building Engineering
 - **(2)** students studied Accounting and Finance
- **(1)** student at MMCET Brookfields studied Tourism and Hotel Management
- **(1)** student at COMAHS is studying Nursing

Batch Four (Number of Students – 5) As the 2020/2021 academic year has started, full tuition fees have been paid for the following students at their various institutions:

- **(1)** student is at MMCET Goderich for Social Work
- **(1)** student is at IAMTECH for Banking and Finance
- **(1)** student is at GTI for Mechanical Engineering
- **(1)** student is at FLS Academy for Electrical and Electronics Engineering

And finally, (1) more student is at MMCET studying Social Work. However, tuition fees have not been paid for her yet, as the organisation is still awaiting clarity on the student's grades from her college institution.



PILLAR THREE - MENTORSHIP

The start of mentorship to batch four students by graduates of batches one, two and three:

As per the programme, the batch four students still have one academic year of personal guidance to receive. Part of the behavioural change that would be supported through the personal guidance sessions, will be provided through a new mentorship programme, facilitated by the SfL graduates.

Since the programme has closed but SfL would still like to provide the current students with daily support and guidance, the team has decided to discuss involvement of the batch one, two and three graduates, who have themselves have received two years of personal guidance. As students who have experienced the workload and behavioural change needed to succeed on the job market and in life, they would be best suited to share their knowledge and support the youngest ones of the programme.

The SfL team has supported these new mentors in the setup of the mentoring structure by dividing them into five groups of 4-5 mentors per mentee, taking into consideration the mentee's course of study, their institution and gender. Having a small group of mentors per mentee will lessen the load on the mentors and give the mentee a broader accessibility to information and support.

Through meetings with the mentors, SfL gained insight into the needs of the mentors in terms of conversational tools, materials, and Do' and Don'ts. All this information was integrated into a mentorship guide that was developed by the team to serve as a guideline for the mentors.

In addition, Whatsapp groups were created for the mentorship groups and the mentors were asked to provide a mentorship plan to the team, to support them in creating a concrete plan of action.

Though SfL will follow up on the continuation of the mentorship behind the scenes and remain available to the mentors for questions, the organisation will not be reporting on the mentorship programme beyond this report.



STUDENTS IN THE JOB MARKET

As the organisation has closed in Sierra Leone, there will be no further monitoring of the performance of the students in the job market beyond this reporting period.

For this reporting period, we have a total of 4 new students in the job market that comprises of employment, internships and volunteer positions.

Table 2: Total number of new students in the job market for this reporting period

Student	Gender	Year of finishing SfL programme	Course Studied	New Position	New employer	Previous position and employer	Years of job market engagement after programme and before new position
1	Male	2021	Accounting and Finance	Receptionist	EcoMed Medical Centre	None	1 Months
2	Male	2021	I.T. - Networking	I.T. Trainer	Accountax SL	None	3 Months
3	Male	2021	I.T.- Networking	Networking Engineer - volunteer	Tube Connect	None	2 Months
4	Male	2021	Electrical and Electronics Engineering	Site engineer - intern	I.H.H Humanitarian Relief Foundation	None	2 Months

The table below shows the total number of students engaged in the job market until the end of this reporting period, either through formal employment, internship or volunteering.

Table 3: Total number of students engaged in the job market until end of reporting period

S/N	Gender	Year of finishing SfL programme	Course studied	Current Position	Current employer (during reporting period)	Years of job market engagement since finishing the programme
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1	Male	2021	Accounting and finance	Receptionist	EcoMed Medical Centre	1 Month
2	Male	2021	I.T. - Networking	I.T. Trainer	Accountax SL	3 Months
3	Male	2021	I.T. - Networking	Networking Engineer - Volunteer	Tube Connect	2 Months
4	Male	2021	Electrical and Electronics Engineering	Site Engineer	I.H.H Humanitarian Relief Foundation	2 Months
5	Female	2019	Social Work	Field Officer (Community Worker)	Dendainben federation-purposeful	1 year 9 months
6	Male	2019	Social Work	Social Worker	Don Bosco Fambul	1 year 11 months
7	Female	2019	Banking and finance	Accountant Assistant	Sensi Hub	1 year 8 months
8	Male	2019	Electrical and Electronics Engineering	Assistant Operations Manager	Ketso Company Limited	1 year 2 months
9	Male	2019	Electrical and Electronics Engineering	Filter Operator	Brewery SL limited	1 year 2 months
10	Male	2020	Electrical and Electronics Engineering	Marketer and Customer Care service provider	Afrigas	4 months
11	Female	2021	Business Administration	Office Admin-intern	Hamason SL Limited	5 months
12	Female	2021	Tourism and Hotel Management	Receptionist	EcoMed Medical Centre	5 months
13	Male	2021	I.T.- Networking	Receptionist Help and Desk Support	EcoMed Medical Centre	5 months
14	Male	2021	I.T.- Networking	Graphics Designer-intern	Bondade Investment	5 months
15	Male	2021	Accounting and Finance	Programme Manager-volunteer	Adventure Pure Water Company	4 months
16	Male	2020	Mechanical Engineering	Mechanical Engineer	Sierra Rutile	8 Months

Batch Two

The chart below shows the activity of our batch two students (13).

- 11 students (out of 13) from batch two have finished the entire Skills for a Successful Future programme:
 - 10 students found a job upon completion of the programme
 - 1 student couldn't find a job upon completion of the programme
 - 2 students are still in college

Out of the 10 students that found a job within a year of finishing the programme, 3 students lost their job, mainly due to COVID -19.

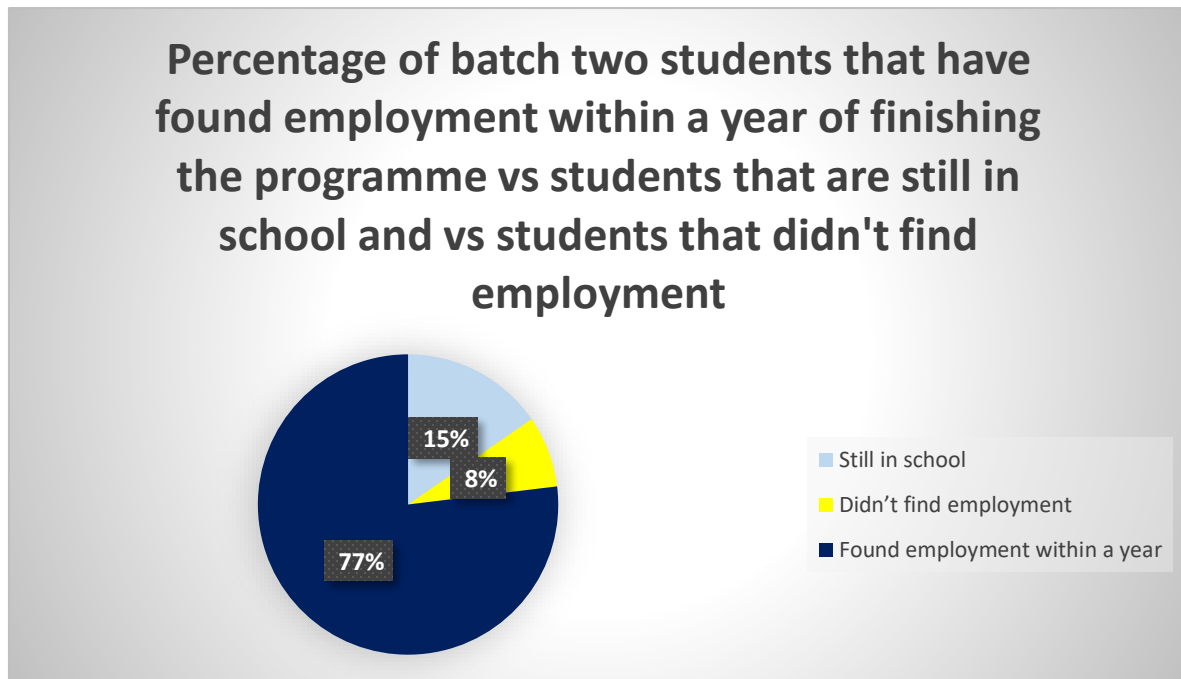


Chart 1: Perc. of batch two students that found employment within a year of finishing the programme including volunteers vs. students that are still in school vs students that didn't find employment yet.

Percentage of batch two students that found and kept employment vs students that found, but did not keep employment

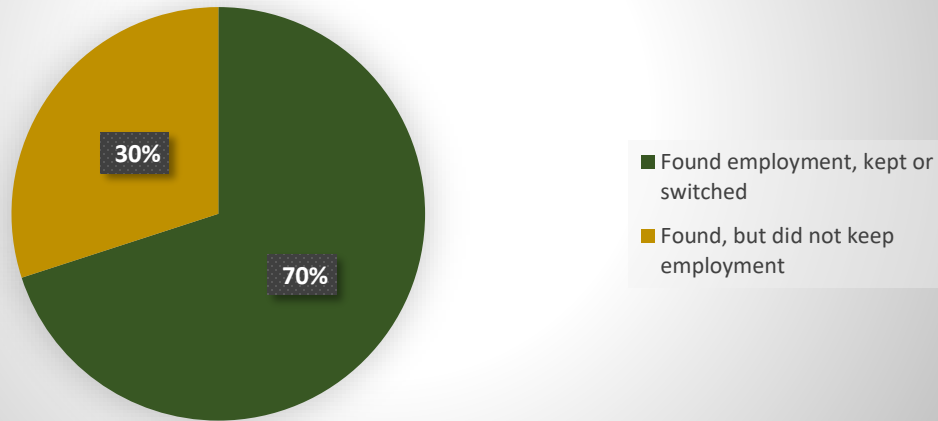


Chart 2: Perc. of batch two students that found and kept employment vs. students that found, but did not keep employment.

Batch Three

The chart below shows the breakdown of batch three students in the programme.

There are 13 students in batch three:

- Officially they are all still in college:
 - 8 students await both internal and external (NCTVA) results from their various institutions
 - 5 students are still taking classes in their various colleges

During this reporting period:

- 5 out of the 8 students that await their result have secured employment
- 4 out of the 5 students that are still taking classes have also found employment

This brings our total of batch three students in the job market to 9, inclusive of volunteers.

Percentage of batch three students that have found employment vs students who haven't found employment

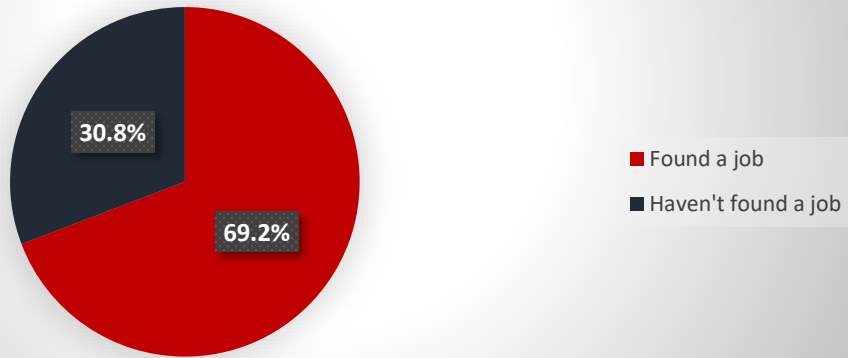


Chart 3: perc. of B3 students that have found employment vs. students who haven't found employment

Percentage of batch three students that are still in college vs students that await results

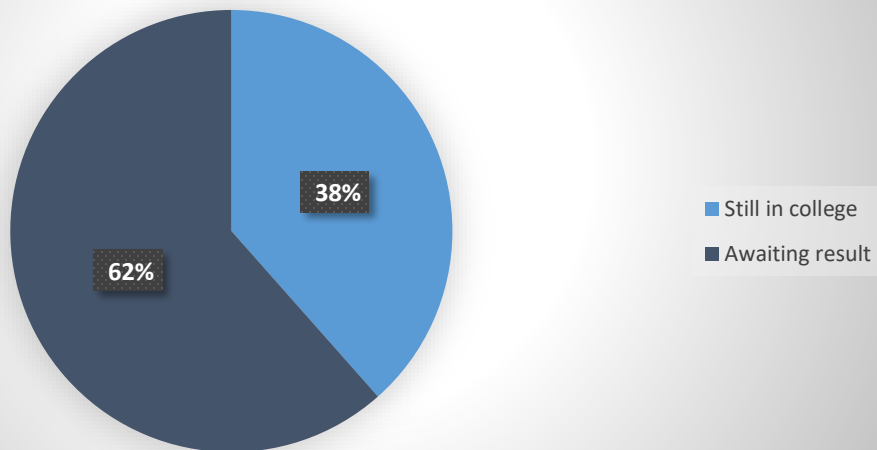


Chart 4: Perc. Of B3 students that are still in college vs. students that await their results from college and NCTVA.

The table below shows the students that were not engaged in the job market during this reporting period. Some of these students lost their job due to the COVID-19 situation.

Table 4: Students that are not engaged in the job market during reporting period

Student	Gender	Year out of the programme	Course studied	Duration of job market engagement out of the programme	Previous position and organisation worked with
1	Female	2019	Banking and Finance	None	None
2	Male	2019	Social Work	1 year 4 months	Community Liaison Officer at Sudu Salone
3	Female	2019	Business Administration	7 Months	Marketer at Finic Factory
4	Male	2019	Business Administration	1 year	Admin Officer at Lacs Villa Hotel

PLANNED ACTIVITIES FOR APRIL – JUNE 2021

IMPORTANT NOTE: Since the organisation has closed its doors in Sierra Leone, no more activities will be implemented or held in Sierra Leone.



Schooling for Life Organisation (during reporting period)

Schooling for Life Board

- Sjerly Pereira - Chairman
- Desmond Awoonor – Gordon
- Harm Beskers

Staff and Volunteers

Sierra Leone - paid staff

Sjerly Pereira – Country Director

Patrick Jusu Mambu – Admin Support
Consultant

Isha Jalloh – Programme Admin
Consultant

Mallam A.B. Jalloh – Finance support
consultant

Aiah Tommy – Senior Finance
Consultant

The Netherlands - volunteers

- Maarten de Wit – Website manager and other online support
- Dries Arnolds – General online support
- Barbara Heutink – Social Media and Communication
- Stéfanie Fréel – Partner relations/ Fundraising

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