



Education, Employability and Enterprise.

ABOUT THE SKILLS OUTSIDE SCHOOL FOUNDATION BRIDGE PROGRAM

The Skills Outside School Foundation is the leading African education, employability and entrepreneurship organization with a vision for a productive human capital driving transformational socio-economic development globally through our core pillars interventions, data and advocacy over the last 6 years. Working with 700+ volunteers (including business mentors, career mentors and trainers), 150+ international and local partners including UNICEF, International Institute for Tropical Agriculture, Access Bank, ACT Foundation, Bank of Agriculture, Nigeria's Federal Capital Territory Secondary Education Board, Smyle Africa Trust, Opportunity Desk, Root2Fruit Foundation, Volunteer in Nigeria and the Nigerian National Youth Service Corps, we have supported 2000+ youth and adults in Nigeria through various interventions and nearly 20,000 indirectly.

The **SOSF Bridge program** exposes youth in state secondary schools through workshops deployed by trained school teachers/trainers and opportunities through partners and mentors to build them on;

a. Life Skills

b. Career Awareness and Skills Development: SOSF Bridge program have a standardized means of deploying career resources in schools. This is dependent on the outcome of the baseline studies in state to ascertain it needs. Emphasis are made in State(s) with very low literacy and numeracy levels to improve the academic component than the Career awareness component of the Bridge program.

c. Academic Skills: States with low numeracy and literacy levels, emphasis are made on the Academic skills component of the Bridge program.

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d. Technical, Vocational and Enterprise Skills

Finally, a social change project is organized at the end of the project cycle to allow participants apply the skills they have learnt in presenting a solution to the challenge.

a. Life Skills; These competencies (communication, problem solving, critical thinking, leadership, self-management, confidence building, citizenship development) are developed through interactive workshops with the aim of enhancing participants' future university experience and long-term career/business prospects.

b. Career Awareness and Skills Development; This encompasses;

I. Career Awareness & Preparation

☐ My Career and My Education Workshop: A series of three workshops as detailed above to enable participants map out their future educational, entrepreneurial and career paths. Each student is expected to keep a personal development planner throughout the duration of the project, and set goals and milestones (with the support of the series of life skills workshops)

II. Mentoring

☐ **One-on-One Mentoring:** Career mentor(s) are assigned based on participants' career interests to guide them and interact with their parents/guardians to clarify misconceptions about careers. This increases the participants' aspirations, provides them with on-going first-hand information on their future career paths and changing industry dynamics from professionals in their industries/sectors of interest.

III. Career Mentoring Open Day: Comprising of the following activities:

- Career Showcase: Students showcase sketches and write-ups of their career choices. This exercise helps them to undertake preliminary research to get them started.
- Mentor Sessions: Students meet with mentors for one-on-one discussions.



Parents/guardians in attendance can also join.

- **Creative Corner Showcase:** Students showcase all the products they designed e.g. beads, clothes, hand-made handbags & liquid soaps, etc.
- **Social Change Project Showcase:** Students present their social change projects.

IV. Career Resources:

A Day in the Life of a Professional: This is a video recording of a professional's daily routine using the necessary tools/equipment or resources to carry out task as it relates to the profession example A Day in the Life of a Surgeon requires the surgeon to record his daily activity explaining tools needed to achieve his task as a surgeon etc. This career resource provide virtual guidance to students who aspire to take such career path.

Career Insight Opportunities: Students are taken on a day long insight day to organizations across a range of industries e.g. media, law, music, fashion, healthcare, engineering, finance, accounting, catering, ICT etc.

This provides;

- i. First-hand knowledge on the workplace or the dynamics of the work environment
- ii. insight for our entrepreneurial students seeking to understand how markets and industries work. Volunteer trainers or program staff supervise all visits. We work with over 50 career insight organizations.

c. Academic Skills: Through Interactive workshops they are trained on revision techniques, literacy, numeracy, Time management and Exam prep. They are also given access to study guides and learning resources.

d. Technical, Vocational and Enterprise Skills;

Through interactive workshops they are trained on skills needed to start an enterprise (business ideation, financial management, etc.) The technical and vocational skills training is deployed through partners. At the end of the program, participants would be given the opportunity to pitch for startup capital for the technical/ vocational skills they have learnt



Other Activities

SS3 Next Steps: This is a session run for all project alumni who are in their final year prior to graduation to;

- I. Provide a refresher on the employability skills learnt
- II. Revisit and finalize student pathways be it applications to tertiary institutions, alternative apprenticeship schemes or setting up enterprises
- III. Explore financial management and income generation ideas especially as many of the students come from challenging socio-economic backgrounds and would therefore need to find feasible and responsible ways to raise personal finances to fund school, work or business
- IV. Explore available opportunities, initiatives or activities to pursue upon graduation.

Skills for Change Project: The Skills for Change project provides a platform for participants to apply and demonstrate the newly acquired skills learnt through a social change project whereby each student is required to identify a social problem, proffer an innovative solution and present a plan of action to implement this solution. These are showcased during the career mentoring open day, subjected to the scrutiny of judging panel and the most innovative ideas are awarded.

SOSF CONNECT: After the completion of the Bridge program, alumni (ex-students) who are referred to as ambassadors are given further opportunities called '**SOSF CONNECT**', where ambassadors (alumni) are continuously supported to sustain action plans or start new initiatives. Activities to support ambassadors include:

a. Continuous Education: Ambassadors are engaged on a weekly basis with activities outlined as follows;

- I. Monday Motivation: To encourage ambassadors and put them on high spirit for the week
- II. Advert Tuesday: Avail ambassadors who are into entrepreneurship the opportunity to share their product and services as a means of publicity and patronage.



III. Wednesday quiz: quiz session are conducted every Wednesday evening to engage ambassadors. Winners are rewarded with **NGN500** airtime as incentives.

IV. Opportunity Thursday's: SOSF Bridge team share opportunities with ambassadors which cut across scholarships, internships, trainings, seminars, competitions for their personal/career development as they are published on various platforms.

V. Friday Book Review: A book is shared monthly with ambassadors and reviewed every last Friday of the month.

b. Entrepreneurship support: Enterprise training, seminar/webinar and publicity support on all SOSF social media platforms. Skill acquisition trainings are organised regularly for entrepreneurs to equip them with the requisite knowledge needed of an entrepreneur. SOSF also offers it entrepreneurs the opportunity to go through it indigenous online program called **“Online Scale-Up for Business” (OSB)** where they go through an intensive business mentoring. On completion of the **OSB** program, entrepreneurs gain unlimited access to the **“Collab Lounge”** an **OSB** platform which offers entrepreneurs access to seek professional advice/guidance (consultancy services) on any issue that bothers on up-scaling their business, these include branding, marketing, financial book keeping etc. Furthermore, on completion they pitch their businesses and stand the chance to win grants to up-scale their businesses

c. Employability support: SOSF train/prepare it ambassadors equipping them with work place ethics and skill-set for optimal performance in the workplace. Internship opportunities which includes both conventional in-person jobs and remote jobs are shared with ambassadors. SOSF also source internship opportunities for ambassadors in other organisation for example SOSF seek internship for Iyoha Osas, Bridge program ambassador with Cainergy. The Foundation have over the years offered internship opportunities to its ambassadors. Ambassadors that have intern/volunteered with SOSF include;

I. Michael Onoja (Government secondary school Jabi, 2016) as an Admin Program Support Officer

II. Joseph Otache (Government secondary school Garki, 2015)) as volunteer data entry officer

III. Prudence Gilbert (Government secondary school Wuse, 2017) as media and Communications support officer





Our content and model comes from our 6 years' experience in education, entrepreneurship and employability as an organization, a board and management team with combined 60+ years of not profit, public and private experience, whilst leveraging on trainers, advisors, consultants and mentors. Our model guides the learner through 3 key pillars of learning: Absorb; Practice & Refine for which the core outputs are: **Ideation; Implementation; Iteration.**

The aim of the program is to harness the true potential of the participants and put them on the path to securing the right careers for them in terms of drive/passion/awareness and to make them competitive in the job market whether they choose to be employees or

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employers of labour. In achieving this aim, the Foundation brings together highly accomplished and successful professionals from various fields, disciplines and career interests to provide the much needed guidance, advice, access to opportunities and support to participants in the SOS Bridge Program.

DELIVERY METHODOLOGY

The **Skills and Career Club** of the **SOSF Bridge program** is delivered through an interactive workshop facilitated by trained teachers/volunteers

Below are the details of the project activities.

1. Baseline Survey - June
2. Sensitization visits to the schools on commencement of program - June - July
3. Selection and assessment of teacher trainers - June - July
4. Training of trainers (Field officer from WAYMA) - July
5. Recruitment of participants/students - September - October
6. Deployment of Skills and Career Club - November - October
 - a. Assembly/classroom shout-outs
 - b. Collection/screening of list of interested students
 - c. Administering of Entry Behavior Test forms
 - d. Shortlisting of students for interview
 - e. Interview of shortlisted students
 - f. Final selection of students
 - g. Giving and collection of parental consent form
 - h. Filling of application form
4. Deployment of skills workshop - January - March
5. Monitoring and Evaluation - January - December



6. Career Insight/ Internship opportunities
August

- March – April, July -

7. Career Mentoring open day

- May

PARTNER Organizations

1. FCT - Secondary Education Board: They support our program by giving us access to the schools to deploy the Bridge Project.

2. State Governments, Ministries of Education, Departments and Agencies (MDA's): To institutionalize the program into state curriculum and sustain the Bridge Skills and Career Club in schools.

3. Teachers' Registration Council of Nigeria, Kaduna (TRCN): Partner to institutionalize teacher training/development.

4. National Teachers' Institute, Kaduna (NTI): Partner to institutionalize teacher training/development.

5. Nigerian Educational Research and Development Council, Abuja (NERDC): partner to Institutionalization the Bridge program Skills and Career Club into the education curriculum.

6. Government Teachers: who volunteer as trainers and supervises the Bridge Skills and Career Club in Government Senior Secondary Schools.

7. Lingo Africa: Provides career training for teacher trainers and career resources for our beneficiaries towards becoming young professionals.

8. Tongston: Facilitates the Enterprise skills training session for teachers trainers.

9. Teach2030: Facilitates academics skills training for teacher trainers.

10. Teach for Nigeria: Partner to provide human resource to augment deficit of teachers in Public schools.

11. Women and Youth for Moral Awareness (WAYMA): Kebbi State Bridge program implementing partner

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12. **National Bureau of Statistics (NBS):** Provides career resource (career insight visit and a day in the life of a statistician) to be used as career guide for Bridge ambassadors.
13. **Central Bank of Nigeria:** Internship Organisation/ Accounting, Economics, Finance, Mathematics, Statistics
14. **Muhtari Dangana & Co:** Internship Organisation/ Accountancy/Economics/Finance
15. **Ernest O Agbegbe & Co:** Internship Organisation/ Accountancy/Economics/Finance
16. **Olaolu Olabimtan & Co:** Internship Organisation/ Accountancy/Economics/Finance
17. **Pedabo:** Internship Organisation/ Accountancy/Economics/Finance
18. **Aminu Ibrahim & Co:** Internship Organisation/ Accountancy/Economics/Finance
19. **Olajide & Associates:** Internship Organisation/ Accountancy/Economics/Finance
20. **Adenusi & Co:** Internship Organisation/ Accountancy/Economics/Finance
21. **Grant Thornton:** Internship Organisation/ Accountancy/Economics/Finance
22. **Kpmg:** Internship Organisation/ Accountancy/Economics/Finance
23. **Price Watercooper:** Internship Organisation/ Accountancy/Economics/Finance
24. **Brains And Hammers:** Internship Organisation/ Architectural & civil engineering
25. **Dantata and Sawoe:** Internship Organisation/ Architectural & civil engineering
26. **Quarry Site:** Internship Organisation/ Architectural & civil engineering
27. **AHB Design Studio:** Internship Organisation/ Architectural & civil engineering
28. **Madyan Legal Consult:** Internship Organisation/ law
29. **Brooks Chambers:** Internship Organisation/ law
30. **Zenith Chambers:** Internship Organisation/ law
31. **Chambers Of Mohammed Shuaib:** Internship Organisation/ law
32. **Kayode And Co:** Internship Organisation/ law
33. **A.U. Mustapha And Co:** Internship Organisation/ law
34. **Mmetho Agozie & Co. Chambers:** Internship Organisation/ law
35. **Fitzgerald Idakwo & Associates:** Internship Organisation/ law
36. **Aelex:** Internship Organisation/ law
37. **Festus Keyamo Chambers:** Internship Organisation/ law
38. **Pentagon Partners Llp:** Internship Organisation/ law



39. **Chambers Of Mohammed Shuaib:** Internship Organisation/ law
40. **Dikko & Mahmoud:** Internship Organisation/ law
41. **Stilo JP&CO. Legal Practitioners:** Internship Organisation/ law
42. **Dd Dodo & Co:** Internship Organisation/ law
43. **Masoud Magaji:** Internship Organisation/ law
44. **National Assembly:** Internship Organisation/ law
45. **Dobi's signature:** Internship organisation/ makeup studio
46. **Neurobeau:** Internship organisation/ makeup studio
47. **NATIONAL INSTITUTE FOR PHARMACEUTICAL RESEARCH AND DEVELOPMENT:** Internship organisation/ Laboratory science, pharmacy, biochemistry, microbiology, botany
48. **Shell Nigeria Plc:** Internship Organisation/ Petrochemical Engineering
49. **ABUJA GRAPHIC SCHOOL:** Internship organisation/ Web design, graphics design
50. **Australian High Commission:** Internship Organisation/ INTERNATIONAL RELATIONS & LINGUISTICS
51. **Institute Francais:** Internship Organisation/ media writing & linguistics
52. **Alpha-praxis Nig ltd:** Internship Organisation/ Civil & Mechanical engineering
53. **Gilmor Engineering:** Internship Organisation/ Civil, Electrical & Mechanical engineering, ICT
54. **Nairda:** Internship Organisation/ electrical & Mechanical engineering
55. **Cfao:** Internship Organisation/ electrical & Mechanical engineering
56. **SYLVO GENERATORS:** Internship Organisation/ electrical & Mechanical engineering
57. **Radio Nigeria:** Internship organisation / Media, mass communication, writing
58. **Isu Media:** Internship organisation / Media, mass communication, writing
59. **Nig Info:** Internship organisation / Media, mass communication, writing
60. **We Fm:** Internship organisation / Media, mass communication, writing
61. **Simi Vijay Photography:** Internship organisation/ media (video coverage) and photography
62. **Amplified Radio:** Internship Organisation/ Media and Sound engineering
63. **Love Hart Media Production:** Internship Organisation/ media, acting, film production and sound engineering



- 64. Luggy productions:** Internship organisation/ Theatre Arts
- 65. Media Range:** Internship organisation/ media, linguistics and writing
- 66. State Security Services:** Internship Organisation/ Military, security
- 67. Childcare And Wellness Clinic:** Internship Organisation/ Medicine & Nursing & Pharmacy & Biochemistry & Nutrition & Psychology
- 68. Zitadel Medical Diagnostics:** Internship Organisation/ Medicine & Nursing & Pharmacy & Biochemistry & Nutrition & Psychology
- 69. Zenith Medical And Kidney Centre:** Internship Organisation/ Medicine & Nursing & Pharmacy & Biochemistry & Nutrition & Psychology
- 70. Kelina Hospital:** Internship Organisation/ Medicine & Nursing & Pharmacy & Biochemistry & Nutrition & Psychology
- 71. Dr Hassans Hospital:** Internship Organisation/ Medicine & Nursing & Pharmacy & Biochemistry & Nutrition & Psychology
- 72. Nnpc Medical Services:** Internship Organisation/ Medicine & Nursing & Pharmacy & Biochemistry & Nutrition & Psychology
- 73. Kings Care Hospital:** Internship Organisation/ Medicine & Nursing & Pharmacy & Biochemistry & Nutrition & Psychology
- 74. National Hospital:** Internship Organisation/ Medicine & Nursing & Pharmacy & Biochemistry & Nutrition & Psychology
- 75. Hacey Health Initiative:** Internship Organisation/ Medicine & Nursing & Pharmacy & Biochemistry & Nutrition & Psychology
- 76. Bilkisu Irama:** Internship Organisation/ fashion design
- 77. Sabali Fashion:** Internship Organisation/ fashion design
- 78. Style Temple:** Internship Organisation/ fashion design
- 79. Falke By Aysha:** Internship Organisation/ fashion design
- 80. Sabali Fashion:** Internship Organisation/ fashion design
- 81. Grazee stiches:** Internship organisation/ fashion design and craft
- 82. MTN:** Internship Organisation/ ICT, mechanical engineering, computer science
- 83. Phase 3 Telecom:** Internship Organisation/ ICT, mechanical engineering, computer science
- 84. Backbone connectivity Network:** Internship Organisation/ ICT, mechanical engineering, computer science
- 85. Nigcomsat:** Internship Organisation/ ICT, mechanical engineering, computer science



86. Cyberlogik Solutions: Internship Organisation/ ICT, mechanical engineering, computer science

87. Teety Tech: internship, ICT computer hardware and software, cctv, etc

88. Mavis Computel Ltd: internship, ICT computer hardware and software, cctv, etc

89. Rehub:

90. Youthub Africa:

91. Reconnect:

92. SMYLE AFRICA TRUST: Prefectship and Leadership Training, Career Orientation Delivery, Capacity Building, Entrepreneurships, Creative and Arts Media, Monthly Leadership Development Programs

93. Citizenship and Leadership Training Centre: PLT MC ; Open Day Audiovisuals

94. NTIC Foundation: Technical Partner

95. Yahaya Kwande Foundation: Technical Partner/Funding partner

96. Awesome Treasures Foundation:

97. Lagos Business School: Technical Partner

98. The Goodness League Initiative UAC of Nigeria Plc:

99. Root2fruits Foundation: Funding partner

100. Global fund for children: Technical partner

101. Project donate to school:

102. Center for Education Innovations : Technical partner

103. Unicef Kano: Technical partner

ENTRY MODALITIES INTO NEW STATES:

Pre-baseline Assessment:

I. Research and select organisation with visible presence and workforce to partner in states.

II. Assess organisations capacity and office space to provide work space for SOSF desk/Field officer in the state.

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III. Field officers selection: Partner organisation recommends either of its staff or a contact who is further assessed by SOSF and appointed as State Field Officer who reports/oversees activities with supervision of SOSF Team.

Baseline: involves series of fact finding survey to give detailed information of schools and communities the Bridge Skills and career club would be deployed in States

I. Mapping/Listing: This involves mapping/selection of scope or coverage of the baseline. This involves using statistical methodology to select schools to deploy the Bridge Skills and Career Club.

II. Selection of Enumerators: Enumerators who meet the requirement are selected for the baseline survey

III. Training of Enumerators: train enumerators on how to collate and transmit data to database

IV. Data collection: Enumerators collect data from the field

V. Collation and data analysis: Data are collated and analysed.

Advocacy visit to Stakeholders:

a. Secondary School Board;

I. Advocacy visit to Secondary School Management Board in state's: To seek approval for the establishment of Skills and Career Club in schools.

b. Influencers; Religious and Community Leaders;

I. Advocacy visit to Influencers; Religious and Community leader and Parents/Guardians: To seek their support and consent as critical stakeholders for the successful implementation of the Bridge Skills and Career Club in schools.

Teacher Training:

I. SOSF Bridge Partner with organisations: SOSF Bridge partners **Tongston, British Council, Lingo Africa, and Teach2030**, to deploy teacher training. The intensive teacher training is deployed within 3 days which is comprised of; Academic skills and teaching techniques, Life skills, technical & vocational skills and entrepreneurship skills. The teacher training is aimed at capacity development of teacher trainers to



deploy the Skills and Career Club while offering course component that ensures their personal and professional development.

II. Teacher Training Evaluation: A pre-evaluation and post evaluation form are administered to teacher trainers to ascertain their understanding before and after the training. This clearly state the teacher trainers readiness in-terms of knowledge gained to deploy the club in their respective schools.

III. Training of Trainer (ToT): SOSF Bridge team engage in ToT. This is achieved through the training of State Field Officer(s) who in-turn step down the training to teacher trainers.

IV. Refresher/Re-training of Teacher Trainers: This deployed by the State Field Officer with Bridge team supervision is done bi-annually to update the capacity of teacher trainers.

Institutionalization and sustainability plan:

For a sustained program implementation in states, SOSF Bridge engages with critical Government stakeholders at all levels (LGA's, State's and Federal) to ensure institutionalization/ownership of the Bridge program afterwards.

● **Critical Stakeholders at all Levels Include:**

I. State Government: The Bridge program actively engage State Government in every stage of program implementation so as to ensure the continuity of the club in schools and adopting it into the educational curriculum which guarantees sustainability long after the exit of SOSF Bridge in the state.

II. State Ministry of Education (MoE): saddled with the responsibility of ensuring quality education for all in the state, SOSF Bridge partner with MoE to ensure the sustainability of the Bridge program in the State.

III. Local Government Education Authority: Education authority within the Local Government Area

IV. Teachers Registration Council (TRCN): Institutionalization partner that adapt the Bridge teacher training curriculum to form part of the required knowledge of teachers in schools.



V. Nigerian Educational Research Development Council (NERDC): Institutionalization partner that **validates the Bridge program** as a basic requirement needed in Secondary education.

VI. National Teachers Institute (NTI): Institutionalization partner that assess the capacity of teacher trainers to ensure they meet requirement.

VII. Community leaders and Parents/Guardian: For the successful implementation of the Bridge Skills and Career Club in schools, community leaders, parents and guardians are carried along to consent to the program and approve participation of their wards.

KEY TARGET BENEFICIARIES OF THE SOSF BRIDGE PROGRAM;

The target beneficiaries of the Bridge program are categorized into;

- **Direct Beneficiaries:** This includes the Teachers, Guidance & Counsellors who had gone through the regular teacher training, students who enrol in the Bridge Skills and Career Club program. (**Teachers + G & C's + Club students = Direct Beneficiaries**)
- **In-direct Beneficiaries:** This includes the totality of students (not enrolled into the Skills and Career Club) that are taught by the Bridge teacher trainers as the teachers' assigned subjects, and the totality of students that access the Guidance and Counsellor for counselling. The inter-relationship between Skills and Career Club students and other students that are not enrolled in to the club forms the In-direct Beneficiary cluster.

KEY IMPACTS FROM THE SOSF BRIDGE PROGRAM ARE;

- **6 students** participated in **EdTech Africa 360 Lagos Fair 2019** Design thinking competition
- **5 Career Mentoring Open Days** with **100 Mentors, 450 students**, parents/guardians and the school admin in person and through video skype
- 300+ professional **mentors** (from Nigeria, US, UK, Japan and UAE) representing **100+** careers
- **Over 80%** of all our **2017 graduating students** securing **at least 200** in **JAMB**
- **Over 75%** of all our **2016 graduating students** securing **at least 5Cs** in **WAEC/NECO**

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- **80% greater awareness in career choice following career open day & summer mini internships for our 240 students**

- **100% of all students with a grade uplift in at least one subject**
- **<4 student attrition rate from the program**
- **5 students accepted onto the 2015 MIT/Harvard University Impact Labs Summer Camp**
- **4 students accepted onto the 2017 MIT/Harvard University Impact Labs Summer Camp**
- **17 students accepted onto the Oxford Cambridge Africa Mentorship Program (OXCAMP)**
- **1 student accepted onto the Ask4Tech Solutions Graphic and Web Design training with said student ultimately designing the SOSF website – www.skillsoutsideschool.com**
- **Mini-internships/Career insight opportunities for 275 students to experience careers across**
- **Over 20 sectors through partnerships with organisations & individuals onto the highly competitive global United States Education Sector Achievers Program**
- **1 student shortlisted as one of 200 finalists from over 2000 applications for the Africa Leadership Academy in South Africa**
- **20 students accepted onto the Eagle Hope Foundation's Leadership Summer Camp**
- **5 students participated in the New Horizons Web Design Boot Camp**
- **2 students secured the Afrihub/Global Distance Learning Centre Computer Training Scholarship**

- **5 students accepted onto the Visiola Foundation STEM Summer camp for girls**
- **A participant organizes weekly science, geography, math and English lessons for year 9-11 on Friday & Saturday evenings**
- **A participant has an Online platform with Q&A for senior secondary students to support each other on difficult subjects**



- A participant founded Abuja Entertainment Hub, an FCT events planning platform
- A participant founded Silent Stars that supports youths with hearing disabilities; Free sign language training to 20 students
- A participant gives Public speaking and confidence skills training for youth church members
- A participant currently operates a blog and has received award
- A participant bakes and supplies pastries for events
- A participant has received award as being the best teacher in her school
- Some of our students are now business owners:
 - Knowitz E-Learning Company; an e-learning software, graphics design, and website development company (Ifeanyi Ita Bassey, Government secondary school Jabi, 2014).
 - Crispy MCM; a fruits and pastry business (Chisom Mba, Government secondary school Wuse, 2015),
 - The Kanem Shop; An Accessory business that produces and sells (caps, fabrics, and veils made with DMC threads, Jewelries) (Fatima Konto, Government secondary school Wuse, 2016)
 - Dolled by Bella; A beauty makeup business (Obidike Christabel, Government secondary school Apo, 2018)
 - Olwabunmi bead plug; A jewelry business that specializes in bead making (Oluwabunmi Osho, Government secondary school Jabi, 2015)
 - Nira's Touch; A cosmetic business that makes black soap for all skin types (Isah Muniratu, Government secondary school Jabi, 2017)
- Others are social entrepreneurs:
 - Silent Stars; teaching sign languages to the hard of hearing (Innocent Aniekan, Government secondary school Jabi, 2014);
 - TB World; A YouTube channel that shares news updates on Entertainment, and Sports (Esuola Tijani, Government secondary school Garki, 2016)



The Bridge Program Impact Stories:



Edet Isiting Bridge Program experience

My name is Edet Isiting, I am a SOSF Bridge Program ambassador.

I joined the Bridge Program in SSS1 in the year 2016 as a student of Government Secondary School, Zone 3, Wuse, Abuja.

I was just a regular student who wanted to study before the program came, I missed the interview session that eventually ended with the selection of a few students across SSS2 and 3. I felt bad and wanted to join the program, by all means, I was just curious to know what SOSF was all about since, before that, the acronym had only meant Save Our Souls. It eventually paid off as I was allowed into the sessions until I became a full member.

Before the SOSF Bridge Program, I was naive, shy, introverted (still am), entrepreneurially inexperienced, had little understanding of teamwork, and how to critically think myself out of a situation. Like many others, the program polished me up and presented opportunities for self-improvement, knowledge acquisition in areas I wasn't even ready for at the time. It shot me two years into the future when I eventually became the school's senior prefect and had to rely heavily on the knowledge gained during that period of my life.

I have presented opportunities for growth and at my own pace, I was shown that I could do whatever I set my mind on. I still remember our first presentation, where parents and mentors came around to see just what the program was about. We had thorough public speaking sessions before that day which gave a boost to my confidence level and I outdid myself during the team presentations.

Further along the way, even after leaving secondary, the foundation has remained as a pillar to me; supporting me in more ways than I could have imagined and presented me with opportunities that have made me a better person.

In 2020, SOSF was one of two organizations to partner with and sponsor my company's inaugural writing competition, The Writer In Me (TWIM). It took up the responsibility of not just publicizing our materials, but was also generous enough to take care of one of the winning

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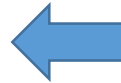
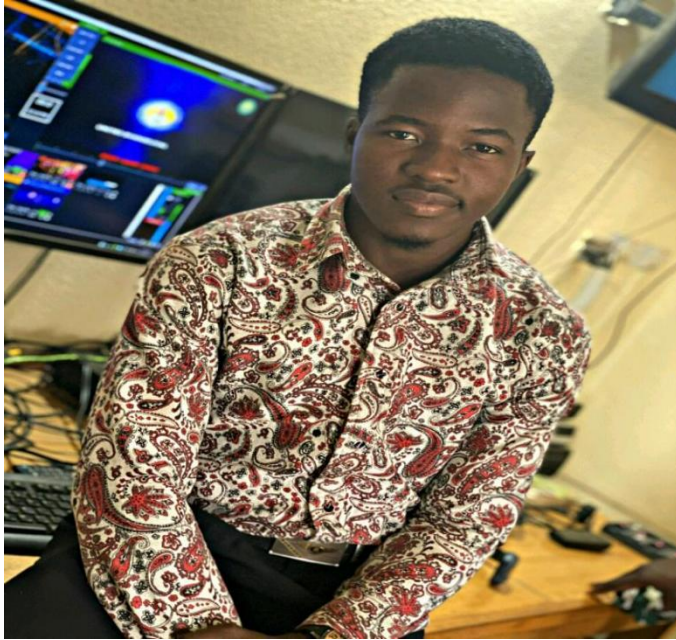


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participant's prize money. The competition is set to hold again this year in September under our subsidiary outfit, Eddywrytes Academy with SOSF once again partnering with us.

I owe a number of my successes as a student, leader, entrepreneur, and much more to the unrelenting support of this foundation and I will always be available to give my quota of support to them whenever the need arises.

Isifing Edet (CEO Eddywrytes Academy).



Micheal Onoja

Being a part of the Bridge program was the most fulfilling experience I had in secondary school. I lacked the right social skills and was negligent about expanding my networks but the Bridge program helped put me on track. SOSF has, directly and indirectly, granted me access to a wide network of people who have been a stepping stone at every point in my life, in fact, my first laptop, first year's tuition, and internship with a major architecture firm before resuming high institution came from the mentor assigned to me

by SOSF.

I gained first-hand soft skills and understood the relevance of them in society while still in secondary school. I was able to attend a coding summer camp which I couldn't afford, after secondary school, fully paid for by SOSF. These are a few of the benefits I got, coupled with the continuous support and access to opportunities that are still being made available to us by the SOSF Bridge program. I am still on my journey to success, but one thing I'm sure of is SOSF is going to be a part of my success story.

.....Micheal Onoja (CEO/Founder Evolve Africa)



Good day, with joy in my heart and smiles on my face, I'm happy and proud to be a product of SOSF. SOSF is a name that rings a bell and I'm delighted to share my story with the world and how SOSF has re-shaped, transformed, reorganized and given my life a meaning.

My name is Iyoha Osabouhien Imafidon. I was born on the 4th of April 1993 in Urhonigbe village, Orhiomwom local government area, Edo state, Nigeria. My Parents are Isaac and Felicia Iyoha, and I have nine (9) siblings, 4 older siblings and 4 younger.

I was that happy little boy that believed he would become a great man someday. I lived in the village with my family, attended primary and senior secondary education in the village. After school I joined my mum in farming activities, hawking and doing other menial jobs just to support the family's expenses.

Life became too difficult I had to drop-out of school in SS2 to join my mum full time in farming activities to take care of the family. This was because my father and 3 of my elder siblings were in tertiary institutions at the same time and there's no one strong enough to assist my mum.

There was a burial ceremony in my village and my mother's friend who stays in the city came to the village for the event, my mother explained our predicament and how life has dealt with us, leaving us indebted because of the huge expenses that have accumulated in my father and sibling's education.

She pleaded for financial assistance. My mum asked the woman if she could give one of her children to her friend's children who live abroad, the woman said she can't help financially but she should release me to one of her friend's daughter that lives abroad but currently in Nigeria and soon be going back and is in needs of someone

hardworking, well behaved, respectful , obedient and ready to serve her and in return, she will train the person to the university.

That was the toughest decision my mum had to make, she was happy but sad at the same time. Happy because it was a prayer answered and a good offer because her thought was that in a little while, the woman will travel with me abroad where I will be able to complete my education as she promised. It was heartbreaking for my mum because I was the one who stood in the gap when she's not there or ill. I was literally her hand and her legs. I was the only one who assisted her as my younger siblings were tender and young to do the work.

Just like yesterday, I could remember the day my mum let me go, she cried bitterly with my younger siblings. I got to Abuja and the woman said I will have to serve her for a year so she could observe if I'm hard-working and capable of taking care of the house chores before she could decide if she could enrol me for a skill acquisition training because according to her "people from the village are dull and cannot assimilate in school so there's no need for her to enrol me in school as she had earlier promised my parent. For me I was hopeful but timid and there was no way I could contact my parents to let them know of her decision.

I spent one year at home serving her faithfully and had to the extent my services to three (3) of her friends houses to do the chores which include me cleaning and washing the cars, laundry , clean the toilet and prepare meal and care of their children. Life was indeed so ugly and mean to me.

I've always been observant and when the schools were about opening for first term in F.C.T Abuja, I pleaded with her that I will love to go back to school I don't want to learn a skill for now, she didn't respond to me but while she was having a discussion with her younger sister I heard her saying that she should be taken back to primary school instead of senior secondary school because if I should start from where I stopped in SS2 I will not have enough time to serve her. If I am taken to primary school, I will have enough years to serve her before going back to the village after my secondary school. The heart of menwho knows? No one. The following morning was Monday morning, her sister came to the house and asked me to dress up and come along with her to enrol me in a school since I wanted to go to school.

I followed her and was disappointed to find out that I was to start from primary school against SSS2 I left in the village. I cooperated because I knew if I go against their will, they will beat me up and there's nothing I can do. I haven't been communicating with my parents while in Abuja. When ever my mum call to speak with me on the phone, she will say I'm not available and everything is fine with me.

I was enrolled in primary 5. I was hurt, I cried but who can a helpless child cry to. I was so bittered and went to the school with anger and anguish, but I promised myself not to let



my emotions toil with my excellent academic performance I've had over the years. I was zealous and determined not to look at the delay but to be focus and finish well. I always have the mindset that *the reward is not in the beginning but at the end, that was my everyday drive, it was my only ghost friend and I held onto it till date.

I remember vividly the primary 5 teacher telling her I'm too big and exceptionally intelligent for the class, I was waiting eagerly to hear her response but she had to excuse the teacher outside so I don't get to hear what she has to say. I resumed the same primary class the next day. I was mentally and emotionally unstable, but who do I cry to. The first term and second term examination were out and I topped the class which drew the attention of the school principal who demanded I participated in the primary 6 common entrance examination which I performed excellently well with A's in all subjects. I was posted by the Basic Educational Board, to Government Junior Secondary School Garki F.C.T Abuja. I maintained good academic records all through which afforded me the opportunity to be appointed the Head boy in SS 2 because of my academic record and good behaviour. As the Head boy, I represented the school in several outings.

I prepared so well for my Junior secondary school examination and I performed excellently and was awarded best graduating student in the following subjects; Integrated Sciences, Practical Agriculture, Introductory Technology, Physical Health Education, Home Economics, Fine Art, Civic Education by Secondary Education Board, July 2013. I was posted to the School For The Gifted, Gwagwalada, Abuja. It was one of the best things that has ever happened to me but my dreams never lived to see the beautiful glory as it was cut short from being a reality. The School For The Gifted is a boarding school was far away from the house and my supposed guardian became furious and upset immediately she saw the posting and she said to me that I am not going to school again or I will have to go back to the village and be going to the school from there because she brought me to Abuja to work for her not to go to school and if I'm to go to the school who will do the chores in the house. She was so angry and said if I wanted to continue my education I would have perform below average to be posted to other school which are school for average students.

She met with the principal to alter my posting so I could be sent to other senior secondary school but the principal said it is not in his power to repost students. The Secondary Education Board that is saddled with the responsibility of posting, on the basis of student performance in their JSSCE. The principal asked her to visit the Secondary Education Board in that regard. She went to the board but her request was not granted instead she was told of the great benefits and what it means for me to have been posted there and if there is a need for altering, it must be based on health issues ,immediately she contacted her doctor friend in Wuse hospital and asked me to go and meet her and I went as instructed not knowing what was for me. I was given a



Medical report that I was medically unfit for a boarding house. I handed the medical report to her, the following morning her junior sister took the report to the education board at Area 2 and she was granted the reposting to Government Senior Secondary School Wuse Zone 3, Abuja.

My world came crashing before my eyes, my guardian shattered the rare opportunity of me going to the School For the Gifted and took my reward in exchange of suffering. I was heartbroken that I was unjustly short changed. When I remember the work I did after school till late at night and how she hits me any-time she found me reading at night made me shed tears. I had no choice but to resume Government Senior Secondary School Wuse Zone 3 in 2013 and I resumed late because of the delay due to the posting issues.

At this point I have totally lost courage and I was frustrated, disappointed and being compelled to continue my secondary school education in a school that I was not initially posted to. I had two options, to either continue where I can discharge my duties as a house help to my guardian or go back to the village to meet my parents. I was really in a state of dilemma, a state of hopelessness, my world was bruised, my future jeopardized. I was battling deep within me, didn't know what my fate will be, but I never knew that behind every cloud, there's a silver lining, my Chi (God) has been with me from day one.

In 2014, that year was the turning point in my life, God is a great, He's a God of love. I was in SS2 when Skills Outside School Foundation (SOSF) visited my school. I can see the images of yesterday played like a video in my head, on the assembly ground, a lady called Miss Halimah then and 3 members of her crew made announcement in the assembly ground, I listened with rapt attention and love what they had to offer. It was a speech of hope to me, like a message of eternal life.... they explained what the program entails and I was so eager and happy to join and be impacted with the skills they presented.

Right from the first class I was refreshed and became hopeful again because they were like the messiah that were sent to deliver me from my confused educational state. The programme shaped my leadership skill, critical thinking and problem solving skill, communication and interpersonal skill, team work, accountability and owning to responsibilities .

A mentor was given to me to guide me on my career path and I love it so much and I realized that there exist people who still care and have great interest in developing others they aren't related to or had ever met. It was a great opportunity for me to be mentored which I lacked all this years. I was happy and joyful, I felt like the grandchild of a princess, SOSF team showed us love which was too real to be fake. I got so



immersed in everything SOSF gave us because to me, they are like the family I've lost but found.

At the end of the second term, we went on a Christmas break and the my guardian I was staying with asked me to park my things and pay a visit to my family after 7 years of not-communication neither have I seen them either, I was very happy because I have missed my parents and siblings so much, I was dropped at the park and the driver was my mums' number to call once we get to Benin city at the same time called my elder brother to await for my arrival in Benin city. When I got home a lot of questions were asked and every of my family member were disappointed and my parents consulted her for peace to reign so I can finish my education. The unending love of a mother sometimes seems stupid, though this is wisdom to the wise.

It was a short holiday and after the holiday my parents called her to decide when I will be going back to resume school, my guardian said resume what?? She kicked against my coming back to Abuja, to her house ... she said I should not bother coming back because she have a new house help now that doesn't bother her with school that we are too education oriented.

I cried and refused to be consoled by anyone at the moment. All hope was lost, I lost everything in the process of trying to get educated to support my family. I put my hope, and everything just to be loyal, even if it involves been trampled upon, but.....

I never knew how but SOSF intervened, contacted HOD of Mathematics in person of Mrs Oyaghire who I was close to, Mrs Halimah and Mr Jamilu Kwande, spoke with her and her husband ,they agreed for me to stay with them, I'm forever grateful to them for accepting me into their home and treating me like their son for the short while I stayed to finished my secondary school.

SOSF ensure I was brought back to Abuja and ensured i was staying in a comfortable place and all tuition and needs from SS2 till date, the Bridge program paid in full. During my O' level examination they didn't just pay for the fees but they made available all the necessary material needed for me to excel in my examination, I'm eternally grateful to SOSF.

To the Board Chair, in person of Mrs Halimah, she trained me personally along side with others during the training. Ever since, she has been my mentor, mother, friend, coach and my saviour. When I reflect on her religion, I become perplexed that this rare and unconditional love is real and do exist. I'm a Christian and she's a muslim, yet she took me as a child and an hopeless stranger, she believed in me, polished me and ready to make something out of me.

With a great knowledge of team work, Mrs Halimah has employed great and selfless calibre of individuals like her humble self who are always ready to act selflessly to my



development, they have really helped me in so many ways which include getting me an industrial training placement with Cainergy a multinational firm, footing my medical bills, prayers and so much more, I'm forever grateful to all of your hardwork in Improving my skill sets to be a young productive individual.

Being an ambassador of SOSF have given me the privilege to be mentored by great personalities made possible through the Bridge programme and I continue to pray for them all daily. SOSF, has offered me the great privileged of tertiary education, I am currently a 400 level University of Benin student. If not for SOSF I wouldn't have finished my secondary school. I am about graduating form the university now and I'm doing well academically with good application of the skills SOSF have impacted in me during secondary school, I have held severally leadership positions here in UNIBEN and great interpersonal relationship with my course mates and a good team player.

I and my family have benefited from SOSF financially, my tuition were paid, my sick mother who was in the village couldn't afford the cost of treatment, SOSF foot her medical bills. We are all grateful, SOSF is wonderful and a had given me and my family hope.

As an ambassador of the bridge program I'm very confident and hopeful that the future would be brighter than today. Words are failing me to quantify the love in SOSF. It's not just a foundation but a family bonded by selflessness and unending love for humanity. You don't have to be perfect,just come the way you are and the Love in SOSF is sufficient for all. SOSF - Bridge programs' unconditional love cast away every iota of hopelessness and fear in me and made me a global brand ready for the unknown (that's how I see myself today) so hopeful, happy and loved. I give all thanks to Mrs Halimah who took this great commission seriously and impacted lives. To this MA,I love you wholeheartedly and I will never forget your the love for me and I will never stop praying for you. I love SOSF,I love you all.

THANKS FOR YOUR TIME **(Iyoha Osas)**

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My name is Samson Okaludo. I joined SOSF's Bridge program in 2014 while I was a student of Government secondary school Wuse zone 3. I graduated from Wuse zone 3 in 2016.

The Bridge program came into my school, there was no contemplation; I jumped on it immediately.

- I learnt several soft skills for academic and career development . Team work and commercial awareness stood out the most for me and I really mastered written and oral communication.
- I was peered to a career mentor Mr. Diran. our relationship is still very strong and he refers clients to me for freelance projects.
- Had career insight visit to Shiroro Hydroelectric
- Received a 2 year scholarship in secondary school.
- Had the opportunity to volunteer as a Program Support officer in 2017 through 2018, co-training about 30 secondary students in some of the skills I learned in 2014.
- Got my first paid internship in software engineering through a recommendation from the Foundation.

I've always loved being an independent worker due to the kind of environment in school that encourages you to get all your work done by yourself, but this isn't always the case in an actual work place. You've got to work with people in order to succeed. Hence I became more open to external help and reaching out to assist others achieve their goals after the team work skills workshop.

Furthermore, regarding commercial awareness, it has to do with thoroughly understanding the industry you want to work in and what it takes to thrive in there. I wanted to be an electrical engineer due to my desire to end irregular power supply in Nigeria. After the insight opportunity at Shiroro Hydroelectric, I thought the job was cool but didn't match my introverted personality. Using the skills I learned from the



commercial awareness workshop I began to research about software engineering and discovered that everything can be learnt online. I decide to take some online courses and found out that it aligns with what I wanted. I related this to the then President of the Foundation, Halima and she help me get a software engineering internship with an Irish organization. I now work full-time with the organization and the organization is growing fast and my career is progressing as well.

I work full-time as a software engineer at Computational ClassNotes, developing educational software for Math and Physics students in Ireland and US.

In addition, I do freelance web development and more recently, working with some young people towards launching a new tech start-up.

A lot of talents' are being misguided in their career choices and personal development due to the fact that our current system of education doesn't prepare young people for the work place and enterprise. I can imagine if I didn't attend the commercial awareness workshop, I would have wasted 5 years trying to build a career that doesn't suit my personality. This would have led to career failure. And if workers are failing, organizations are failing too and that will negatively affect national economy. Skills outside school foundation is helping bridge that gap so that people can develop successful careers in the path that best suits their personalities and capabilities. Therefore we call all well meaning individuals to come partners with SOSF so they can increase the number of youths they have a positive impact on.

.....**Samson Okaludo (Software engineer at Computational ClassNotes)**



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As a child I have always loved science and engineering. From machines to botany and geology, my interests and imagination ran wild. But as I grew up these interests began to narrow down and being a 13 year old female in Nigeria with a keen interest in aeronautics and aerospace engineering has its doubts and obstacles.

As much as I was curious and inquisitive, I still lacked employability skills that could launch me into my dream industry

I joined the SOS bridge project in 2015 and was exposed to numerous opportunities that have grounded me academically and career wise. From the workshops, to the excursions, and the open days, they were clearly an expression of the vision they are passionate about. I can testify to the fact that it has positively impacted my academics, career growth and even personal life. It was a hub for networking which refined my social, communication and even leadership skills.

Miss Halima, my assigned mentor and trainers not only encouraged but also guided and taught me the necessary skills to succeed in my industry. But most importantly they emphasized the need to give back to society. I've carried this with me over the years and have made it a life mission to consciously be an extension of the vision of the organization.

SOSF has inspired me to actively volunteer with non-profits to improve education, reduce crime rate and equip the average Nigerian youth with digital skills for the 21st century. They have encouraged me to take up leadership positions that I never imagined I was capable of handling.

I'm grateful to the entire organization for birthing such a vision and running with it.

The sky is just the starting point!

My name is Fatima Ali, a 300 level accounting student, Ahmadu Bello University Zaria, Kaduna State. I wish to share my Skills Outside School Foundation - Bridge Program Experience.

I can vividly remember one beautiful Monday morning during the assembly when three young beautiful Youth Corps members stood before us and address



themselves introducing the SOSF Bridge program. Those of us that were interested were asked to stay behind after the assembly, for a brief interview, many students rushed back to



their classes but alhamdulillah I was among the few that stood behind and was selected as one of the successful 10 students in my school and made the lucky 3 selected from my class (SSS1).

I joined the Skills Outside School Foundation in 2014 in SSS1. I and other students were the first set of the Bridge program. God so kind, that moment my dad was going through financial difficulties. My younger sister had to drop-out in her JSS class. Currently, my younger sister had been offered full scholarship by SOSF which covers from her SSS1 to her tertiary education, I am glad to say she is a 300level building technology student at the Federal University of Technology Minna.

Skills Outside School Foundation has taught me life skills which I apply daily. These skills include communication skills, teamwork, leadership, entrepreneurship skills, commercial awareness and many more. Before I joined the Bridge program I was entirely a shy, introverted person I couldn't share ideas or associate with others or engage in team work. SOSF Bridge program taught me to be bold, and confident of myself. The numerous skills learnt in the Bridge program have impacted me positively.

The Skills Outside School Foundation offered me full scholarship from my SSS2, which covers tuition and all SSCE Fees (JAMB fees, WAEC and NECO fees) were paid by SOSF. My tertiary institution tuition and those of my two (2) siblings in higher institution are being paid as at when due till date. Skills Outside School Foundation have been providing us with all we need, some of which include transport fare, text books, calculator, and any other need that would make learning easy for us. In 2015, I came top of my class which earned me a full scholarship, an Mp3 player and a USA brand tab 5 Ipad. Funny but it was my first time in life to have a big and expensive gadget, a USA made product, Ipad. It was a big achievement for me which was made possible by SOSF. SOSF provided me the platform to achieve what I have never envisaged achieving in life, I have been to places never imagined to be, met with people I have ever imagined to have a conversation with. All these were made possible through SOSF- Bridge program.

Being the first female child to attend a tertiary institution in my family is a blessing to me, and SOSF is my stepping stone to success Insha Allah.

In 2015, I was assigned two (2) mentors both of which were Medical professionals who were studying outside the country, the US and UK. Both mentors gave me their all in terms of



advice and time. In November 2015 I was selected as the most talented student to compete with over 300 students worldwide. In October 2015 I attended a summer camp at Bells university of Technology Ogun State, and all expense paid by SOSF. My team came up with an idea to create a heart rate sensor that sends signal to the doctor immediately if the blood pressure increases. The second project was a reservoir, my team was in line with mechanical aspect and Agriculture which was also a great experience that afforded me the opportunity to meet other students. Just before my trip to Ogun State, I did a 5 day internship at Zitadel international diagnosis Gwarimpa, Abuja, a private hospital and all expenses were paid by SOSF.

In 2016, I was among the selected applicant of the USA education ISAP. I was conditionally selected and my transfer was not taken to Lagos. They offered me a free SAT lesson, free USA I.D card, I also had the opportunity to meet different people which increased my network. Furthermore, September 2016, I was selected as the only Nigerian student to participate in a competition in Ghana but unfortunately I couldn't make it to Ghana due to some circumstances.

In conclusion, SOSF have provided guidance, support and aided me to accomplish what I never thought was achievable. I'm so grateful to all the members of the Bridge program most especially my aunt the most beautiful and passionate person ever in person of Mrs Bello (Halima Abba Ibrahim) the Board Chair and founder of Skills Outside School Foundation. Thank you Ma and I Say a big thank you to each and every one of you in the Foundation.

Fatima Ali, 300 level Accounting Student, ABU Zaria, Kaduna State, Nigeria.

Bridge Program Future Plan:

The Bridge program 5 years strategic plan is to expand into the 36 states of the federation and beyond, building human capital that drives transformational change. Bridge program hopes to build a sustainable approach to program implementation by engaging Government and relevant stakeholders to ensure the institutionalization of the Bridge program in states and the FCT.

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For further information on Bridge and other SOSF component programs Kindly visit our website www.skillsoutsideschool.com

Regards,

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