

The Focus Paddy Program & Focus Business Club

(Mitigating graduate unemployment & enhancing business development in Ghana)

A Focus Ghana Chapter & GTUC Pilot Program

What is the Paddy Program?

The Focus Paddy Program is an initiative taken by FOCUS Ghana Chapter in collaboration with GTUC to create a special link between **Focus Paddies** and **Focus Learners**.

Unlike the traditional mentoring and coaching that are quite formal, the FOCUS Paddy Program sets the tone for a friendly, semi-formal environment that enables learner to gain a proper understanding of the programs they are studying, or have studied, in a friendly, semi-formal environment. The learners would spend one year with their paddies to experience the practical aspect of what they are studying or have studied during their program of study with Coventry University.

The Program is to enable and facilitate 'learners' link up with their 'paddies' to achieve the following:

- Establish career & professional development relationships with their "Paddies";
- Enlighten learners about their selected programs of study
- Provide counselling in learners' career/professional paths
- Create, identify and seize opportunities in the industry / academia by learners
- Gain practical knowledge of the chosen field of study by learners
- Engage in internship, special Programs, assignments etc, etc with their 'paddies' and their companies
- Explore opportunities for immediate employment or employment after school.
- Paddies to identify special talents and bright learners and 'hatch them young' even before learners complete the program
- Assist business growth by enabling learners take up careers reflecting programs they pursued in school
- Mitigate unemployment by employing learners without jobs.
- This also is an inexpensive way of recruitment for paddies, a way of giving back to your alumni/community and looking at the right place to recruit.

Paddies can also browse the learners page and through the relevant committee, request for specific learners they want to work with after giving satisfactory reasons.

Implementation

- Pilot <20 professionals, business owners etc etc from FOCUS Business Club whose business nature has strong background of programs offered at Coventry Uni and work in industries in Ghana.

- Interested learners send CV and statement of purpose (drive, passion, objective, what learners seek to achieve out of this program) for the Paddy Program through the job portal on the Focus website.
- Publish the profiles of the piloted paddies and their businesses; and the profiles of the piloted learners and their needs on the FOCUS site.
- Create the link between the learners and paddies by issuing a special code to selected learners, through GTUC Graduate School, to access the paddies page on Focus website to choose the paddy they want to be with for the period of the program.
- The caveat here is that the paddies businesses and services must match the academic background and Coventry uni program of study of the learners.
- Selected learners, at a meeting, will be introduced and attached to their 'Paddies' for the commencement of the Program which would last up to one year depending on the unique situations / circumstances existing for both learner and paddy.
- Organize FOCUS Management, Professional & Business Development Training, workshops, seminars, conferences etc etc beginning of the program for paddies to enhance business, professional & career development.
- Organize FOCUS Professional & Career Building Training, workshops, seminars and conferences mid-year into the program for the learners.
- At end of Program, engage those who have been successful with the program as soon as practicable for the paddy and his/her company after learner applies for the job through our job portal on the FOCUS official website.
- Organize Program appraisal event at end of program focusing on achievements, failures and recommendations for improvement for the Program.
- Deploy Program on a larger scale.

The **“The Paddy” or “Paddies”** are members of the **FOCUS Business Club** who would take part in this Program.

“The Focus Learners” are continuing GTUC students on the Coventry program, unemployed Coventry graduates & employed graduates who want to change careers and jobs now to reflect what they studied on the Coventry graduate program.

Learner Categories

- Continuing students on the Coventry uni program similar to the business nature of the paddies
- Focus members who are unemployed and have pursued Coventry uni programs similar to the business nature of the paddies
- Focus members who are employed but want to change careers because they want to engage in careers and jobs and work in an industry that reflect or suit the Coventry programs they pursued whilst in school.

Paddy Categories [Categories of Focus Business Club members]

- Experts in their field of work,
- Professionals,
- CEOs,
- MDs,
- Successful Entrepreneurs,
- Successful Career workers
- Members who own their own businesses / companies
- Movers and Shakers of an organization or company who can take independent decisions
- Etc etc

Learner Selection Criteria

There shall be a three-member committee made up of one rep from GTUC and two focus committee or executive members who would be tasked to do the selection. They shall devise their own selection criteria. Same committee shall determine performance indexes or criteria for assessing the success of the piloted program.

Membership of the Program [both Paddies & Learners]

Admittance unto this Program is opened to all Coventry uni alumni, companies, businesses and individuals who admire the FOCUS Ghana Chapter brand and subscribe to or identify with the values and objects of Focus Ghana Chapter. So eventually, this would become a very big business community where we can harness synergies collectively to the benefit of us all.

Execution Date: TBC

T&C

- The Program lasts for a period 8 to 12 months
- All selected participants for the Program, thus learners and paddies, must be fully available to be part of this Program for the period and must show that commitment.
- Paddies and their companies must be available for the learners that would be assigned to them through the friendship the learners would develop with the paddies based on academic background of learners so it syncs with the business nature of paddies and their companies.
- That paddies would be available to attend professional and business development trainings, conferences, seminars etc etc that focus Ghana chapter would organize for the business club at the beginning of the Program.
- During the mid-year of the program, paddies would allow learners to attend focus professional and career building trainings organized by focus.
- The profile of paddies & their businesses and that of learners, would be published on the focus website and other focus social media sites.

Focus In-Trading Program

In other to enable and encourage members to patronize the businesses of the Focus Business Club members, we would have Sunday nights, 7-9pm {the Focus Personality Profile time} to allow club members advertise on the Whatsapp Group their services and products. And answer questions following up, giving discounted rates and prices to members. This we hope would encourage member in trading.

Thx.