



# TRAIN-TO-HIRE

# TERC LIMITED

**29th Sep - 2nd Oct 2025**

**Organizer: Global Wissen Consult (Talent Solutions Arm)**

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# INTRODUCTION

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The Train to Hire Program is a digital employability initiative designed to support skilled individuals in Delta State to transition from technical competence to career opportunities. While many young people possess digital skills, they often lack the readiness to access, secure, and retain professional jobs.

This program is open to any interested applicant residing in the city of Warri, and aims to equip participants with the knowledge, confidence, and networks required to access remote jobs, local employment, or placement opportunities through Global Wissen Consult and Global Wissen Solutions.

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## PROGRAM OBJECTIVE

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- Equip participants with career-readiness skills to complement their digital expertise.
  - Provide structured pathways to remote, freelance, and local job markets.
  - Build a recognized talent pipeline for placement into professional opportunities.
  - Strengthen employability through training in communication, personal branding, and workplace productivity tools.
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# QUALIFICATIONS

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To be considered for the program, applicants must meet the following requirements:

- Device Access: Must own or have reliable access to a laptop or desktop computer with internet connection.
- Digital Skill: Must demonstrate proficiency in at least one digital skill area by submitting evidence of prior work. Eligible skills include:

1. Social Media Management
2. Graphic Design
3. Video Editing
4. Paid Ads (Meta & Google)
5. SEO
6. QuickBooks (Finance Online)
7. Software Development
8. UI/UX

## **Mandatory Submissions (via Application Form):**

1. Completed online application form.
2. A portfolio showcasing relevant digital skill work.
3. A resume/CV detailing experience, education, and training.
4. A short video introduction (2–3 minutes) describing their skills, background, and career aspirations.

Click for [Registration form](#)

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# PROGRAM METHODOLOGY

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- Fully online training delivered through live sessions, workshops, and case studies.
- Peer-to-peer collaboration through breakout groups and assignments.
- Practical evaluations including mock interviews and portfolio reviews.
- Continuous feedback and mentorship from Global Wissen facilitators.

# PROGRAM FLOW

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- 1.Application & Screening → Review of portfolios, resumes, and video submissions.
- 2.Training Engagement → Three days of intensive online training (with a break for national holiday).
- 3.Assessment → Evaluation of participant readiness, performance, and submissions.
- 4.Certification → Award of certificates at a physical ceremony.
- 5.Placement & Talent Pooling →

- Top participants matched with job opportunities.
- Others added to Global Wissen Solutions' talent pool for long-term support and placement.

# OUTCOMES

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- Direct placements for outstanding participants.
- A strengthened digital talent pool ready for both local and international opportunities.
- Opportunities for participants to serve as facilitators/tutors for future Global Wissen programs.

# PROGRAM CURRICULUM

## Day 1 – Discover: Mindset & Career Awareness

### Learning Outcomes:

- Build a growth mindset and adaptability for the workplace.
- Understand pathways to remote, freelance, and local jobs.
- Identify strengths and align them with career opportunities.

### Time & Break Notes:

Approx. 3 hrs teaching (5 sessions × 30 mins). Short break mid-morning + lunch break included.

Session	Lead	Time	Focus Area	Delivery Mode	Output
Welcome & Orientation	GWC & Honorable Commissioner	10 min	Icebreaker, program overview	Physical	100 youths onboarded
Mindset Reset	Taiwo Sobowale	30 min + 10 min Q & A	Growth mindset, adaptability	Hybrid	Personal goals set
Career Pathways Exploration	Mr Oscar and Ms Nathalie	45 min + 10 min Q & A	Remote, freelance, local jobs	Physical	Awareness of 3 pathways
Design Thinking (What is?)			Map employer/market needs		Problem statements created
		30 MIN BREAK			
Tools for Employability	Miss Melissa Onwuka	30 min + 10 min Q & A	Google Workspace, Trello, Slack, LinkedIn	Hybrid	100 sign-ups completed
Assignment			LinkedIn account creation + value statement		LinkedIn profile draft

# PROGRAM CURRICULUM

## Day 2 – Develop & Digitalize: Employability & Professional Readiness

### Learning Outcomes:

- Strengthen employability through workplace communication, teamwork, and productivity.
- Learn workplace etiquette for both local and remote work.
- Build personal branding and digital portfolios.

### Time & Break Notes:

Approx. 3 hrs teaching (6 sessions × 30 mins). Short break after 2nd session + lunch break after 4th.

Session	Lead	Time	Focus Area	Delivery Mode	Output
Recap & Reflection	Programs Manager	10 min	Lessons from Day 1	Online	Group sharing
Professional Skills for the Workplace	Ms Nathalie	30 min + 10 min Q & A	Communication, teamwork, etiquette	LMS, Prerecorded	Role-play exercises
Employability in High-Demand Roles	Mr Oscar	30 min + 30 min break	What employers expect (digital, data, VA, no-code)	LMS	Career alignment
Building Your Digital Footprint	Mr Oscar, Mr Phila	40 min + Q & A	Resume, LinkedIn, portfolio	Live/ Google Meet	Draft resumes created
Job Application Insights	Miss Taiwo Sobowale	30 min + 10 min Q & A	CVs, cover letters, job postings	Google Meet	1st draft CVs
Assignment			Submit CV + portfolio draft  1-min self-pitches		Uploaded to LMS

# PROGRAM CURRICULUM

## Day 3 – Dominate: Career Launch & Application Readiness

### Learning Outcomes:

- Learn personal branding and how to pitch yourself.
- Apply for jobs effectively and consistently.
- Commit to a structured job application challenge.

### Time & Break Notes:

Approx. 3 hrs teaching (6 sessions × 30 mins). Networking/lunch break at mid-day.

Session	Lead	Time	Focus Area	Delivery Mode	Output
Networking Breakfast		10 min	Peer sharing	Physical	Group sharing
Personal Branding & Positioning	Miss Taiwo	30 min + 10 min Q & A	Personal brand statements	Physical	Role-play exercises
Portfolio & Profile Showcase	GWC Team	30 min + 30 min break	Public presentation	Review of pitch	Career alignment
Job Application Readiness	Mr Innocent	40 min	Finalized CVs & LinkedIn	Hybrid	Draft resumes created
Introduction to job application challenge	Mr Innocent	10 min	Participants commitment	Hybrid	1st draft CVs
Wrap-Up & Certification Ceremony	GWC & Honorable Commissioner Ode	5 min		Physical	



# 30 DAYS JOB CHALLENGE

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## Purpose

The challenge is designed to move participants from training into active job search and career placement. Instead of more classes, it functions as an accountability structure that ensures participants consistently apply what they learned during the 3-day program.

## How It Works

### 1. Daily Job Applications & Tracking

- Each participant is expected to apply to a set number of jobs daily (e.g., 5–10 applications).
- They will log their applications in a Job Application Tracker (fields: Date, Number of Jobs Applied, Company Name, Job Title, Status/Feedback).
- Tracking will be done on the LMS — participants will upload/update their tracker regularly (weekly submission).

### 2. Accountability System

- If a participant fails to update their tracker, the system flags them.
- Innocent, as lead, will follow up only with flagged participants (not everyone daily).
- Accountability happens in two forms:
  - Self-tracking (participant responsibility).
  - Weekly Check-ins (mentors check progress every Friday).

### 3. Support & Resources

- Job boards, links, and tips will be shared on the LMS.
- Tips & tricks for applying on platforms (LinkedIn, Upwork, local job boards, etc.) will be shared weekly.
- Participants can ask questions or get advice during weekly group check-ins.

### 4. Engagement Channels

- Primary: LMS (for tasks, uploads, and feedback).
- Secondary: WhatsApp group (for reminders, peer accountability, and quick updates).

# 30 DAYS JOB CHALLENGE

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## Check-ins & Feedback Loop

- **Weekly Friday Check-in (online):**
  - **Participants share updates:** interviews, rejections, challenges.
  - Mentors give quick feedback and encouragement.
- **Ongoing Feedback:** If someone is applying but not getting interviews, mentors can advise on tweaking resumes, LinkedIn, or strategy.

## Outcomes

### By the end of the 30 days, participants will have:

- A documented record of their job search activity.
- Improved application strategies through feedback.
- Possible interviews or offers in hand.
- A stronger sense of accountability and momentum.
- Contribution to the program's talent pipeline that shows measurable outcomes for funders and partners.