

# AI: Transforming the Future Labor Market for Refugees and Marginalised Communities

Phoenix Space and Altruistic with support from Blumont and UNHCR: Creating inclusive opportunities for AI learning to refugees and marginalised communities.



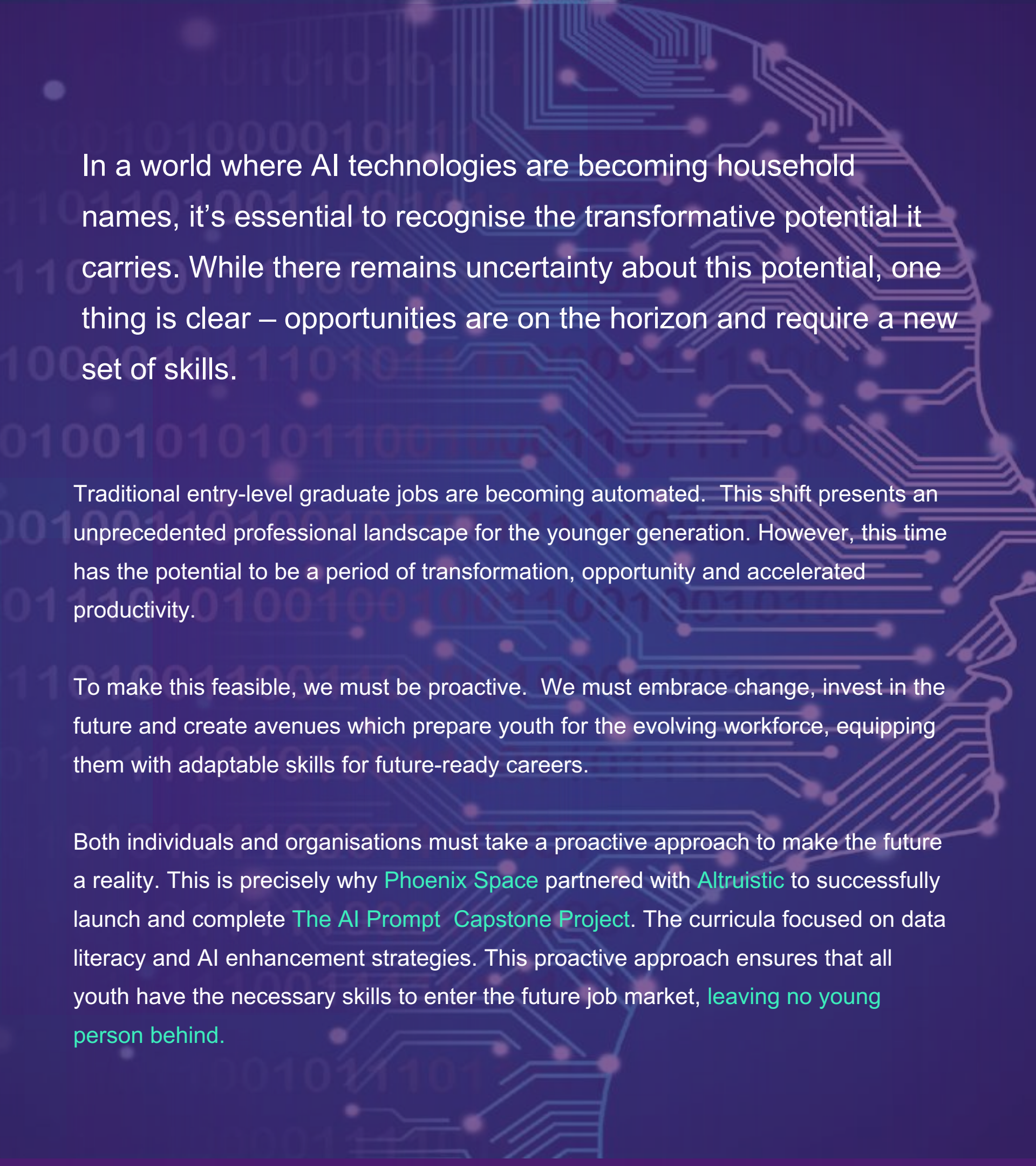
# The AI Prompt Capstone Project

The AI Prompt Capstone Project is a work experience opportunity designed to ignite a passion for the field of AI and provide a path for personal and professional growth for individuals who may have limited access to educational and upskilling opportunities. Its primary objective was to equip participants with the necessary resources and knowledge to excel in careers of the future. The program was meticulously crafted by Phoenix Space and Altruistic with the unique needs, aspirations, and challenges faced by underprivileged and displaced youth in mind.

Empowering displaced and underprivileged youth in Europe and the Middle East through The Capstone Project.





A large, faint silhouette of a human head in profile, facing right. The interior of the head is filled with a complex network of white lines representing circuitry or neural pathways. The background is a dark purple gradient with faint binary code (0s and 1s) scattered throughout.

In a world where AI technologies are becoming household names, it's essential to recognise the transformative potential it carries. While there remains uncertainty about this potential, one thing is clear – opportunities are on the horizon and require a new set of skills.

Traditional entry-level graduate jobs are becoming automated. This shift presents an unprecedented professional landscape for the younger generation. However, this time has the potential to be a period of transformation, opportunity and accelerated productivity.

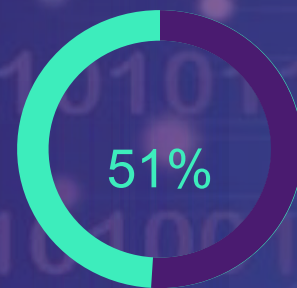
To make this feasible, we must be proactive. We must embrace change, invest in the future and create avenues which prepare youth for the evolving workforce, equipping them with adaptable skills for future-ready careers.

Both individuals and organisations must take a proactive approach to make the future a reality. This is precisely why [Phoenix Space](#) partnered with [Altruistic](#) to successfully launch and complete [The AI Prompt Capstone Project](#). The curricula focused on data literacy and AI enhancement strategies. This proactive approach ensures that all youth have the necessary skills to enter the future job market, [leaving no young person behind](#).



# THE TRANSFORMATIVE POWER OF AI...

Average increase in jobs across 14 OECD countries demanding AI skills between 2019-2022.



(OECD, 2023).

The amount of Jobs AI is predicted to create.

97  
Million

(Future Jobs Report, 2023).

The amount of jobs AI will replace/ complement.

300  
Million

(Goldman Sachs, 2023).

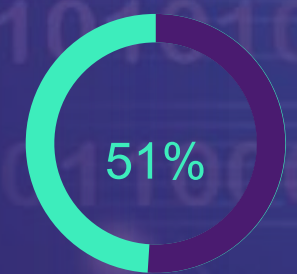
In the next ten years, AI can increase the global GDP by...

7 Trillion  
Dollars

(Goldman Sachs, 2023).

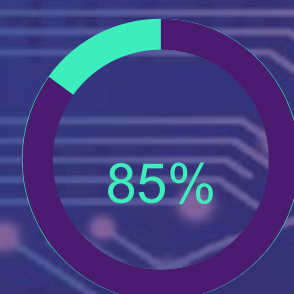
Employers say their workforce do not have the right skills to utilise AI tools.

(What Workers Want 2023: Working with AI report, 2023).



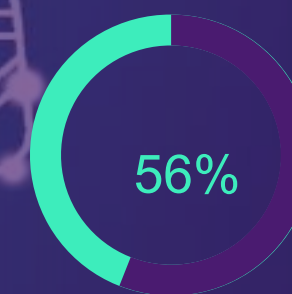
The percentage of jobs that will exist in 2030 that haven't been invented yet.

(Institute For The Future, 2018).



Employers want to embrace AI in the workplace.

(What Workers Want 2023: Working with AI report, 2023).





# Project Overview

The **AI Prompt Capstone Project** is a two-week paid work experience opportunity created and implemented in partnership with **Altruistic**. This opportunity was awarded to the highest-performing students from one of our previous digital up-skilling initiatives. This Capstone Project focuses on increasing the data literacy of our students, which they then utilise to analyse and suggest improvements to the performance of AI technologies using AI prompt testing.

## Student Demographic

2 Syrian  
refugees,  
Europe

1 Jordanian  
Student,  
Amman,  
Jordan

5 Syrian  
Refugees,  
Za'atari Camp,  
Jordan

2 Syrian  
students in  
Syria

## Students who were refugees

90%

## Skills Learnt within Course

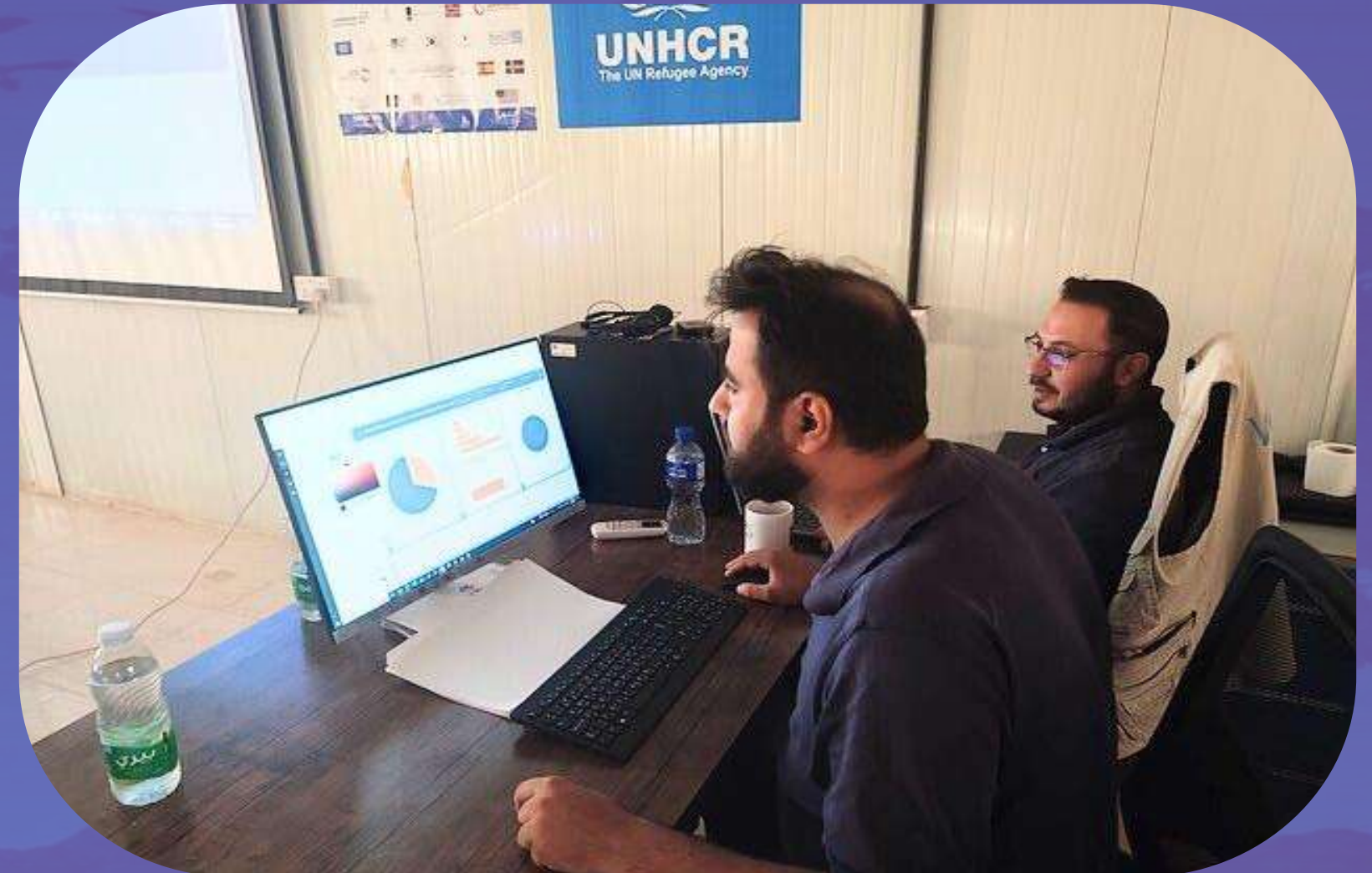
Data  
Analytics

Programming  
Foundation

Analyse,  
Record and  
Present Data  
Sets

Data  
Visualisation

Machine  
Learning





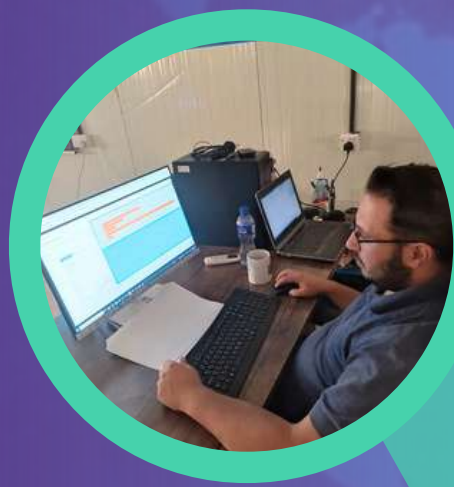
# The Skills Developed are the Skills of the Future According to the OECD

We consider the [OECD Learning Framework 2030](#) in developing our curriculum and overall Programs for the strengthening of the knowledge, skills and attitudes today's students need to thrive in and shape the future for better lives and for individual and societal well-being.

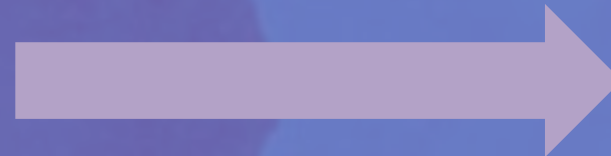
According to the OECD Framework, *“creativity and critical thinking are needed to find solutions to complex problems”* and *“students’ digital skills must evolve with technological developments.”*

The programs crafted by Phoenix Space with the support of partners, address the unique needs, aspirations, and challenges faced by underprivileged and displaced youth in mind.

## Skills put into practice from Digital Upskilling Course



- Data cleaning
- Data analysis using MS Excel
- Dashboard creation
- Data visualization using MS Power BI



## Skills used and developed in The AI Prompt Capstone

- Introduction to generative AI prompt models
- Prompt creation
- Data analysis
- Evaluation against standards
- Writing professional reports





# The Outcomes and Sustainable Impact of The AI Prompt Capstone Project

The AI Prompt Capstone Project is a valuable opportunity that offers immediate benefits, such as skill acquisition and work experience, and long-term advantages, such as career growth, financial stability, and societal impact. For those who participate, this project is a stepping stone towards a brighter and more prosperous future.

## Immediate Outcomes



- Enhance skills
- Work experience
- Networking
- Confidence and building self-reliance

## Long-Term Impact



- Increased employability
- Career advancement
- Social mobility
- Community impact
- Social cohesion



# Capstone Student KPIs

90%

would recommend  
The Capstone  
Project to their  
friends

95%

of students are eager  
to learn more about **AI  
technology** following  
The Capstone Project

76%

say that The Capstone Project  
improved their confidence in  
taking on more work in the  
corporate environment

84%

want to pursue a  
career in STEM

3.8 out  
of 5

The students'  
previous exposure  
to AI technology



# Tangible Feedback and Recognition

The 10 students' submissions were evaluated by Altruistic's **AI Innovation Strategist**, who provided personalised feedback to each student about their submission and how it could be improved. Areas for feedback were categorised using the following themes:

## AI prompt evaluation feedback themes



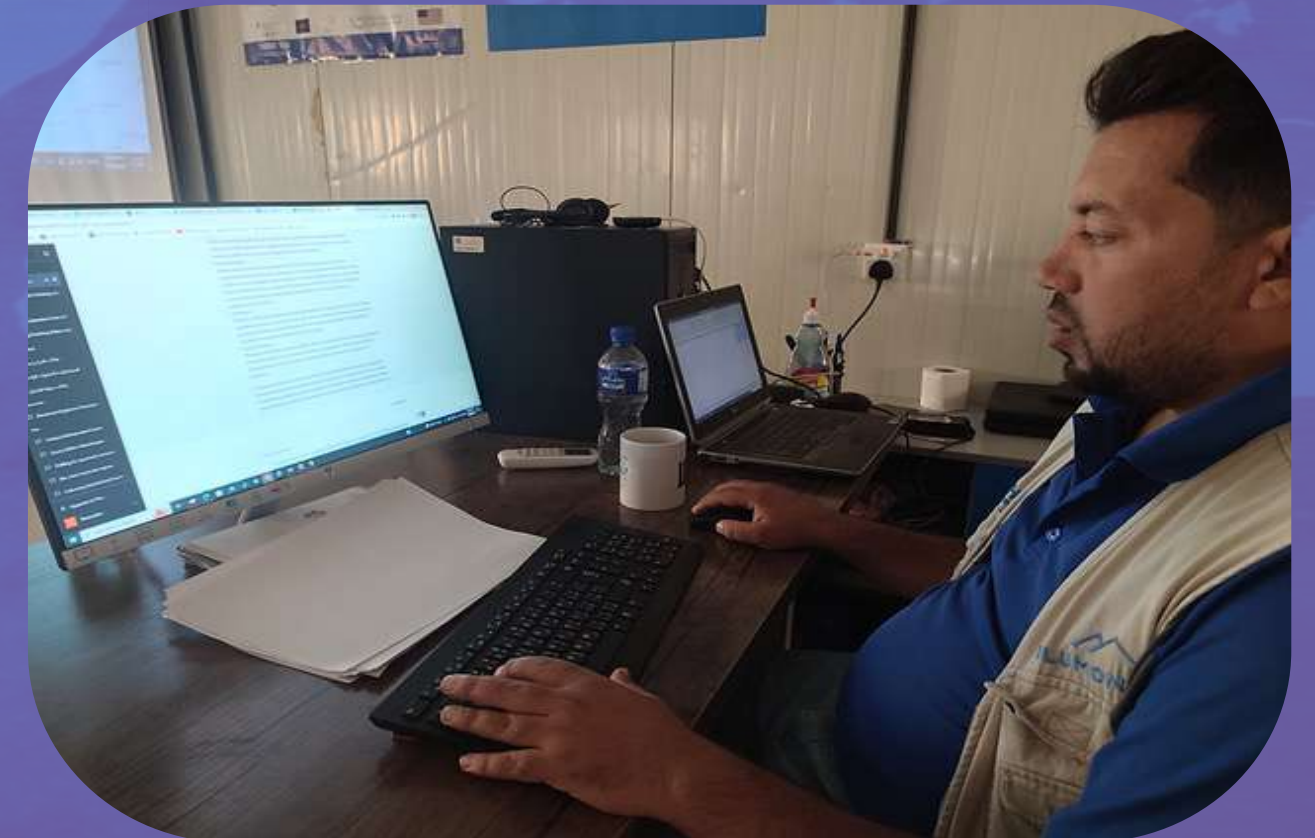
“

*Thank you for the useful feedback. [The Capstone] gave me a lot of insight and new information in generative AI that I wasn't aware of previously. I'm sure this will come in handy in the future if I pursue a career in this field.*

*I appreciate Altruistic and Phoenix Space providing me with hands-on experience in Data Analysis and AI through this project.*

Ahmad, M, 26  
Syrian Refugee, Budapest

The students were provided with **Work Experience Letters** issued by Altruistic, for use in updating their CVs, LinkedIn profiles, university applications and while seeking employment in the future.





## *How has The Capstone Project impacted you and your professional pathway?*

“

*It has given me the opportunity to gather data by asking the right questions, and the tools to analyse them and put them into a meaningful report.*

Tareq, M, 26  
Aleppo, Syria

“

*I am even more interested in cognitive psychology, AI, Novels, and ART ,and how they could be integrated into each other.*

Amr, M, 18  
Jordanian University  
student  
Amman, Jordan

“

*It has motivated me to continue my studies in data science.*

Yehia, M, 25  
Syrian Refugee  
Hamburg, Germany

## *How could you apply the skills you learned to other parts of your life/career?*

“

*I could work on developing a generative AI application for my current employer that can help with a variety of tasks using current APIs.*

Ahmad Rhami, M, 26  
Syrian Refugee  
Budapest, Hungary

“

*I have better GIS analysis knowledge and I can empower the women in my community by giving them training in the skills I have learned.*

Ruba, F, 26  
Syrian Refugee  
Za'atari Camp,  
Jordan

“

*I can take advantage of AI in my field of work in Geographic Information Systems, using it to obtain assistance, instruction and develop the output.*

Hasan, M, 32  
Syrian Refugee  
Za'atari Camp,  
Jordan



“

*My dream is to empower every woman in Za’atari Camp, and through The AI Prompt Capstone Project, I’ve become one step closer to my dream. I learned so much data analysis and AI platform skills, which are considered state-of-the-art skills and meet the job market demands and future job projections.*

Ruba, F, 26  
Syrian Refugee  
Za’atari camp, Jordan

Ruba's testimonial exemplifies the effectiveness of The AI Prompt Capstone Project. Her words underscore the significance of investing in education and human capital. This investment not only empowers individuals but equips them with the skills and knowledge to empower their communities. Ruba’s quote serves as a powerful testament to the long-term sustainable impact of The AI Prompt Capstone Project.



As we witness the growth and success of this initial cohort, we are reminded of the enduring impact of investing in human capital. By providing the tools and knowledge to these individuals, we not only empower them to shape their own futures but also allow them to contribute to the sustainability of our shared global community. This investment in human potential can create a ripple effect that extends far beyond our initial efforts, fostering a brighter and more prosperous future for generations to come.