

NIGERIA

Population: **173,600,000** | Income Level: **Lower Middle Income** |
Policy Decisions: **Depends** | Level of Career Development Initiatives on Scale of 1-5: **3**

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EMERGING TECHNOLOGIES

Please describe how technologies are CURRENTLY used to support workforce preparation, placement, and development policies for young people in your country.

There are a number of Online assessments and selection processes in Nigeria. Online learning is also being actively developed and is progressively being deployed by increasing number of higher institutions. The deployment of interactive online learning systems in a number of Private Nursery/Primary and Secondary schools also means that pupils and students have immediate access to online resources while they learn in their classrooms. This sure has improved the quality of Graduates from our schools and universities, but the content match/fit vis a vis the requirements of the corporate organizations is still a fundamental gap.

How does the use of technology connect with existing structures or provisions of career guidance?

Technology supports learning across Nigerian schools and universities. However, in most privately owned Nigerian Schools and Universities, a higher percentage of the learning process including delivery is enhanced via the use of emerging technology as a platform for learning delivery. Online libraries also means that an increasing number of students have access to a wider array of books and journals, with some having unhindered access to a large pool of information. Career guidance across these schools is also running through this technological platform, and the access to information and the development of quality career guidance professionals help to support the academic

development and improvement of the students and youths many of whom have graduated from the higher institutions.

What are the challenges your country faces related to Emerging Technologies?

Nigeria is the largest economy in Africa in terms of mobile technology deepening and usage. With over 120 million active mobile phone users, the country is under intense pressure to catch up with the increasing demand for technological solutions.



WHY ROI MATTERS

Please describe how the value and impact of policies for workforce preparation, workforce placement, and development of young people is assessed (if at all) in your country.

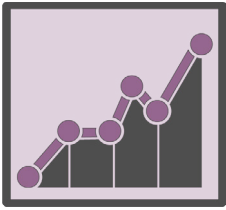
The Nigerian Federal Government came up with the Graduate Internship Scheme (GIS) under the SURE-P initiative. The Graduate Internship Scheme (GIS) was launched in October, 2012 to create opportunity for graduates to be attached to firms /organizations, where they can work for a year and enjoy a monthly stipend of N30, 000 with a Group Life and Accident Insurance. Such interns can use the opportunity to gain working experience and enhance their employability skills. This is one of the projects of the Government aimed at clearing up the skills gap between what the corporate organizations require and the quality of graduates from the universities and other higher institutions in the country.

How is the value of career guidance provision in supporting such policies measured?

Career guidance services under the Government policies initiatives is even more challenged as the rate of unemployment is quite high in the country. Despite the increased attempts and policies of Government to address the growing unemployment, through the GIS, YouWIN Project, and other direct interventions to reduce youths unemployment, the growing number of the unemployed results in the youths 'accepting' to do whatever jobs are available even when the jobs are not in their career path. The overall essence of Career Guidance in these situations become defeated as the beneficiaries of the service are more interested

Top 3 Barriers for Youth Employment:

1. A disconnect between the jobs available and the education received.
2. A lack of actual jobs available.
3. Lack of consistency in Government Policy from one government to another.



WHY ROI MATTERS

Continued...

in having 'just any job' to keep going with meeting their basic daily needs than in getting a job that advances their career. The value of career guidance is therefore dependent on the circumstances of the beneficiary at the time the career guidance service is provided.

What are the challenges your country faces related to measuring Return on Investment (ROI)?

The major challenge Nigeria faces in measuring Return on Investment (ROI) is lack of adequate data, and the non-coordination of the overall impact of career guidance to effective career development.

2015 International Symposium Goal:

“Interface with other countries with well developed Career Guidance and Professional Career Development programs.”



ENGAGING EMPLOYERS

Please describe the formal and informal roles and mechanisms that employers play/participate in to support workforce preparation, workforce placement, and development of young people in your country.

Formal

Employers in Nigeria play very active part in the overall development of young people's careers in the country. Quite a number of large organizations run Management Trainees Development (MTD) programs for entry level employees and young graduates. These MTDs are well structured and very intense efforts are put into ensuring that the candidates enlisted into these programs have clear career interest in the areas offered by the employers for the program. The young recruits are offered career guidance services prior to and during the period of the MTD programs. Also in the course of their careers in the organizations they go through several stages of career guidance and mentoring programs to assist them navigate their chosen careers.

Informal

As part of ongoing Corporate Social Responsibilities, the large corporates support a number of youth empowerment initiatives and developmental program.

What policies exist, if any, to support employer engagement? Please refer to occupational and labor market information, work experience, interventions in education and training institutions, and career guidance.

The 1990 Labor Act is well articulate on matters of employer engagement and employee integration. The current 6-3-3-4 National Policy on Education was also structured to drive career path for youths during the high school years and also during their University/Higher Education program. While the career guidance services in the public schools and institutions have not been adequately positioned to support the full actualization of the objectives of these Policies, the private schools and institutions have made quite some progress. There are retained career guidance offices in a number of public schools, but the services are not extensively harnessed by the students, unlike in the private schools where the use of such services by the students is monitored and assessed. The SURE-P policy initiative that incorporated the Graduate Internship Scheme (GIS) is also an active policy of Government.

What are the challenges your country faces related to Engaging Employers?

Conflicting government policies with new governments not always continuing with the policies of the preceding government.



INTEGRATED POLICIES: CREATING SYSTEMS THAT WORK

Please describe how policies for workforce preparation (including entrepreneurship) and workforce placement are integrated or coordinated, if at all, in your country. Who and/or what is driving the integration or coordination? How are local communities and public service users involved, if at all, in those policies?

The YouWIN program of the Federal Government was tailored to drive for entrepreneurship skills development among youths. There is also a National Council on SME Development. In addition to these, Nigeria has a Small and Medium Enterprises Development Agency (SMEDAN). All these work together with other agencies of government and private sector operators to drive entrepreneurship development.

The Professional bodies like the Chartered Institute of Personnel Management of Nigeria (CIPM) and the Mass Literacy Agencies of the government across all the states of Nigeria are also collaborating with various educational institutions to ensure proper workforce placements with the support of the organized private sector under the Nigeria Employers Consultative Association (NECA).

Through the spread of the Local Councils, participation in the Government initiatives are mobilized across all parts of the country, including local communities.

The Central Bank of Nigeria (CBN) also set up Enterprise Development Centers (EDCs) across the Six Geo-Political zones of Nigeria, managed by private sector operators, but funded by the Bank, for the sole purpose of enhancing capacity building for entrepreneurship skills development.

The Universities are now collaborating more with the Private sector operators for improved workforce preparation and workforce placements. A number of Nigerian Universities have structured Internship Programs for their students that allow the Students to experience a bit of the world of work while still in the institutions of higher learning.

Major Challenges:

1. Consistency in policy.
2. Education system that connects seamlessly with the needs of the corporate organizations.
3. Lack of effective Public Private Partnership.

The integration is both induced by government policies, activities of individual Universities and the joint needs of the various sectors of the economy.

To what extent do these sectors coordinate such policy or program initiatives? To what extent do they include career guidance/advice/information provision? How useful and efficient are these to support the policy initiatives?

Private Sector

Career guidance is very important and is integrated into their manpower planning and workforce engagement activities.

Public Sector

Governments at various levels are making increasing attempts to have more engagement with the entire spectrum of the country. The Public Private Partnership (PPP) is working to improve the collaboration.

What are the challenges your country faces related to Integrated Policies: Creating Systems that work?

Lack of continuity and consistency is the major problem. Also with this is the lack of trust among players. Corruption in the system is also a major bane of the policies integration efforts.



ADDITIONAL INSIGHTS

Are there any other unique challenges within your country to which you would like to draw attention?

The ethno-religious diversity of Nigeria and the divergent levels of educational development across the parts and states of the country.

Are there any additional examples of successful programs or policies you would like to share? Please provide references or links to any key reports that have discussed career development in your country.

Career education and National Development in Nigeria:

https://www.unilorin.edu.ng/publications/abdulkareemay/Career_education_a_catalyst_for_national_development.pdf

National Youths Policies:

<http://www.youthpolicy.org/nationalyouthpolicies/>

Career Development of Senior Secondary Students in Nigeria:

<http://search.tb.ask.com/search/redirect>.

Nigeria Science, Technology & Innovation (STI) Policy:

<http://workspace.unpan.org/sites/internet/Documents/UNPAN048879.pdf>

Career Counseling/Guidance and Nigerian Education System:

<https://www.unilorin.edu.ng/courseware/edu/counsellor%20edu/CED%20408.pdf>

An Appraisal of the Universal Education Policy in Nigeria:

https://globaljournals.org/GJMBR_Volume13/1-An-Appraisal-of-the-Universal-basic.pdf

Repositioning Career Guidance & Counseling in Nigeria:

<http://www.cluteinstitute.com/ojs/index.php/JIER/article/viewFile/7720/7784>

Effects of Career Guidance in Improving Graduate Employability in Ogun State, Nigeria:

http://www.academia.edu/7894892/EFFECTS_OF_CAREER_GUIDANCE_AND_COUNSELLING_IN_IMPROVING_GRADUATES_EMPLOYABILITY_IN_OGUN_STATE

What is the extent and nature of government funding to support these developments? From which sources and for what purposes (distinguishing system development, system maintenance, and service delivery)? Where possible, please quantify the government funding provided.

The present Administration is making increasing funding available for Career Development initiatives. But this is more directed at entrepreneurship and vocational skills development, focused at reducing unemployment by creating jobs. So, the objective is more for reduction in unemployment, than it is for effective career development for the youth.

Funding is provided for in the Federal Budget. There is also an Education Tax paid by all companies operating in Nigeria, which is 2% of their annual Profit After Tax (PAT).

Become a catalyst for change.

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