PUBLIC PRIVATE SECTOR COOPERATION IN TVET-
What works?

By

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Developing Skills for Employment and Job Creation

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TVET IN NIGERIA - MAJOR STAKEHOLDERS

- **Governments** (establishment of TVET Centres & funding)
- **Regulatory Agencies** (ITF, NBTE, NABTEB – Training, Standardization, Examination & Certification)
- **Professional Bodies / Trade Associations** (NECA, NACCIMA, MAN. etc)
- **Employers** (end users of TVET Products/ skills development)
- **Donors and Development Partners** (UNIDO, ILO, GIZ, JICA, KOICA, CIDA, USAID - Advocacy and collaboration in skills development)
- **Parents and Guardians** (Sponsors of Trainees in TVET)
ITF MANDATE

The Industrial Training Fund was established in 1971 by the Federal Government of Nigeria, to be the foremost training institution and with the following mandates:

- To Provide, Promote and Encourage the Acquisition of Skills in Industry and Commerce with a view to generating a pool of indigenous trained manpower sufficient to meet the needs of the private and public sectors of the economy;
- To Provide Training for Skills in Management, Technical and Entrepreneurial Development in the Public and Private Sectors of the Nigerian Economy;
- To set Training Standards in all aspects of the Economy and Monitor Adherence;
- To Evaluate and Certify Vocational Skills acquired by Apprentices, Craftsmen and Technicians in Collaboration with Relevant Organisations;
- To Manage and Administer on behalf of Government, the Students Industrial Work Experience Scheme (SIWES)
Nigeria has one of the best conditions in the World, for a high quality workforce

**Strong Workforce Dynamics**

- **Population**: 170 million
  - 7th Largest
- **Workforce**: 69 million
  - 9th Largest
- **Age bracket**: 18 year median
  - In Youngest 20% globally
- **Diaspora**: Over 3 million
  - Import Skills
- **Labour Laws**: Investor Friendly
  - Excellent!
- **Avg Wages**: Globally Competitive
  - Excellent!

... Now the TVET task is how to turn the quantity advantage to productive advantage
Skills are key part of the Nigeria Industrial Revolution Plan

NIRP Goals: focused on **Economic** and **Revenue** Diversification

NIRP Industrial Sectors: where Nigeria has **comparative advantage**

NIRP Supporting Structures (i.e. Enablers): to increase **competitiveness**, by removing barriers, and raising productivity
New Thrust of the ITF

The ITF is undergoing fundamental reform, and is focusing on matching young unemployed youths, to real Jobs in the market place

- NIRP and NEDEP
- Focusing on Skills for Employment
- Targeting the Youth & Work force
- Extending reach to grassroots
- Building Capacity with International Partnerships

- Strongly linked with Governments Industrialization and MSME agenda
- Expanding ITF Infrastructure on Job Matching, to match skills investments to trainings provided. Has five skills training Centres and Plans to establish 45 additional Skills training Centres
- Nigeria Industrial Skills Development Programme, 36,000 youths in 2013; to be scaled up in 2014, 2015
- ITF has been working with each of the 774 Local Governments in Nigeria, on specific customized Skills Development Programmes
- Skills Gap Assessment with UNIDO, Survey has commenced to evaluate Nigerian Skills needs based on projected Investments in the Nigerian economy
Private Sector Involvement in TVET: Issues for Considerations

- Prevailing social values and negative perception of TVET by Society- (a paradigm shift on the perception of TVET by both the Public and Private sectors is needed).

- Need for a holistic and robust framework to drive TVET

- Adopting apprenticeship training as a cost effective way to build skilled manpower

- Relevant and accurate data for effective TVET planning and implementation

- Improved Private Sector funding of TVET through adoption of Apprenticeship Scheme and establishment of Inter-plant Vocational Training Centres as obtains in the German Dual System

- Urgent need for intervention funding by Government / Donor agencies for establishment of more TVET Centres eg ITF/NECA
Challenges confronting Public Private Partnership in TVET in Nigeria

- Absence of a fully developed Vocational Training Standard and certification process
- High cost of TVET facilities and equipment
- Urgent need for the upgrading of existing TVET Centres and the establishment of new ones
- Negative Perception of TVET as education for the disadvantaged
- Low labour mobility due to lack of a fully developed framework for vocational training and career advancement
- Poor incentives for Private Sector involvement in TVET
ITF Collaborations with the Private Sector in TVET

✓ MSME Council

✓ Job Creation Board

✓ World Skills Nigeria – Coalition Body

✓ NECA – ITF Technical Skills Development Project (over 60% of trainees gain employment after graduation)

✓ MAN – Entrepreneurship and Job creation

✓ Cement Technology Institute – Training of Artisans

✓ Ajaokuta Steel Rolling Company- Metallurgical Training
SUCCESS STORIES OF PRIVATE SECTOR COOPERATION IN TVET IN NIGERIA
(CASE STUDY OF ITF/NECA COLLABORATION)

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Conclusion

• No country can attain industrial development without a critical mass of Technical Skilled Manpower.

• No single stakeholder can provide the technical skills needs of any country, collaboration is the key.

• Public Private Sector collaboration in TVET can work given the right enabling environment, hence the need for buy-in and commitment from all Stakeholders.