



CONCEPT NOTE ON

NIGERIAN YOUTHS SKILLS EMPOWERMENT (NYSE)

PROGRAM

**NATIONAL BOARD FOR TECHNICAL
EDUCATION KADUNA, NIGERIA**



NIGERIAN YOUTHS SKILLS EMPOWERMENT (NYSE) PROGRAM

International Development Agency, the Office of the German Consular in Nigeria, the Sector Skills Councils (SSCs) in Nigeria, German Private Sector Industries and other relevant stakeholders.

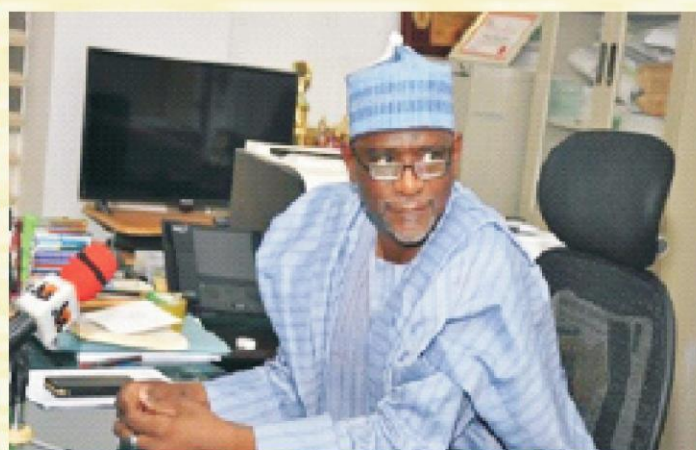
EXECUTIVE SUMMARY



This Concept Note presents a strategy for the enhancement of skills of Nigerian Youths dedicated to industrial

NYSE shall facilitate effective technology transfer from Europe to Nigeria through skills development as those employed after the training shall return to Nigeria after 5 years of service in Germany to infuse such skills and high standards of practice into the Nigerian industry creating improved practices in Nigeria. NYSE as such is not a brain drain program but a mutually beneficial program for both Nigeria and Germany. Turkey is a country that has operated a similar scheme with Germany for almost a century for mutual benefits.

applications for employment and entrepreneurial activities both at home and abroad but with particular preparedness to meet the demands of German Industry. It provides a basis for effective collaborative action by the National Board for Technical Education (NBTE), the Foreign Affairs Service of Nigeria represented by the Nigerian Mission in Germany, the GIZ – the German



The Concept proposed herewith, is to be discussed and agreed by the stakeholders and forms a basis for an Article of Understanding by the various stakeholders with the responsibilities of

each entity as outlined. Stakeholders will aim to execute their functions as listed and will communicate timely where they may not be able to perform.



INTRODUCTION

The lack of economic opportunities for security of livelihood concerns primarily the younger generations of Nigerians and has recently been exacerbated by demographic pressures, resulting in a high number of new entrants to the labour market, annually. Lack of employability skills has been identified as the major cause of graduate unemployment and remains a principal barrier to the development of the Nigerian youths. This, therefore, poses a fundamental challenge for the African continent and Europe where these youths attempt to transfer to.



Nigeria has a total population of over 206 million in year 2020 (WB-DI) out of these over 60% are youths under the age of 25. Unemployment in 2020 was 28.6%, while youth unemployment was over 40% (NBS). This has provided a scenario that fuels increased migration of young and unskilled Nigerians to Europe and North America as well as insecurity, insurgency and rebellion. In 2017 the net rate of immigration from Nigeria was over 300,000 per annum (WB-DI). This rate has been steadily declining at about 2.5%

probably due to COVID 19, and may as well increase with improved travelling opportunities.

In total, around 60 percent of the unemployed are under the age of 25 and young women are especially affected. Even though, the access to quality education and appropriate job opportunities are essential for the reduction of poverty, political stability and participation as well as sustainable development, functional educational (with skills orientation) are hard to come by

in many African countries. The lack of educational opportunities results in both poor personal and occupational prospects and is one of the reasons why many young people choose to leave their homes in search of a more prosperous future in Europe and across the world.

The significance of Technical and Vocational Education and Training (TVET) and skills development in a broader sense is increasingly understood in Nigeria and considerable efforts were made by initiating a variety of national discourse aiming at increasing the number of TVET students in the country in the coming



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Goals (SDGs) of which nos. 1 – End poverty, 2 – Hunger, 3 – Health, 4 – Inclusive education & LLL, 5 – Gender Equality, 7 – Energy, 8 – Economic growth/work, 9 – Infrastructure, industrialisation & Innovation, 13 – Climate change, & 16 – Peaceful & inclusive sustainable development, all depend on effective education and training.

Symbol of SDGs and AU-TVET

Additionally, the African Union's "Continental Strategy for TVET" also aims to effectively rally increased political attention and action, catalyse policy alignment and attract increased investment financing in pursuit of the structural transformation, on the one hand, and raising the continent's capacity and ability to create new employment and economic opportunities for Africa's young populations and offering opportunities to the youths to build desired skill capabilities and enhance their employability into a globally competitive and rapidly modernising labour market, on the other hand. The Federal Government of Nigeria (FGN) also recognises this strategy as means to develop capacity in a sustainable way, reduce illegal migration and

national socio-cultural cooperation.

1.1. NYSE Program Objective

The aim of the Nigerian Youths Skills Empowerment (NYSE) Program is to produce young people with requisite vocational and technical skills in Industrial Production and other market relevant competencies that will be compatible with national and international economies. As a prototypical case, a cohort of youths will be trained in two or three in-demand vocational trades that will target Nigerian and European (specifically German) industrial complexes.

This Project will provide an opportunity to offer model answers to contemporary political, social and economic issues that bedevil both developed and developing nations. Sub-Saharan Africa will also learn, as a best practice, the production of enlightened and skilled young people that can fit into and become compatible with the global economy. It will bring to the fore a replicable model that is in line with national and international laws, and not a threat to cultural or global stability.



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1. IMPLEMENTATION STRATEGY

The mission of NYSE is to train two or three cohorts (ranging from 25 – 30) of trainees each in the identified in-demand trades for both Nigeria and Germany. The vocational trades will be chosen from the following:

- i. Industrial Mechanics/Mechatronics
- ii. Industrial Electronics
- iii. Auto Body Repair
- iv. Auto Electrical Repair
- v. Any other identified by German Industry

These are to be run in three Skills Training Institutions:

- * Dangote Skills Acquisition Centre, Kano.
- * Kaduna Polytechnic, Centre for Technology Development.
- * Borno State Vocational Enterprise Institute, Gamboru Road, Maiduguri



The Dangote Skills Acquisition Centre, established by the Kano State Government in 2021, is an ultra-modern skills development centre with state-of-the-art equipment for training of youths and women in various trade courses. It is located in Kano, Nigeria and is capable training in 20 different



trade areas. For this, the Centre will provide training for two classes of youths and will assess and certificate these trainees at Level 3 of the Nigerian Skills Qualifications Framework (NSQF). The Centre will make available all training facilities for the trades, including soft skills and German language training. Communications, both literary and verbal, will be integrated. German teachers are expected to be provided by the GIZ but will be hosted and given local accommodation and transportation by the Centre.



The Centre shall have MoUs with relevant industries in Kano for the trainees to have standard industrial practice and the necessary assessment procedures under the Nigeria Skills Qualifications Framework (NSQF), which stipulates that all assessments have to be done on-the-job. It shall also register with appropriate Awarding Bodies that will provide external quality assurance and certification for the training.

Kaduna Polytechnic's Centre for Technology Development has at the moment rolled out skills training for the informal Panteka Fabrication

TVET a key corner stone of its Educational Policy with the establishment of Vocational Enterprise Institutes in Maiduguri with state of the art training equipment and facilities and are rolling out NSQ Training in about 20 Trades. The Institute shall be involved to also start two Training Programs under the NYSE Program.

2.1. Curriculum/Standards

The Curriculum to be used will be derived from the National Occupational Standards (NOS) developed under the NSQF. The National Skills Qualifications (NSQs) for the

selected trades will be developed with resolute bias to Germany's industrial production system. The NBTE will collaborate with the GIZ and the Nigerian Mission in Germany to establish an acceptable qualification equivalence with the required competences. NSQs in Levels 2 and 3 of the Framework will be targeted as these are likely to

produce 'Competent Workers' in the German perspective. The German Technical Language syllabus is expected to be produced by GIZ.



Market in many trades. Kaduna Polytechnic is the oldest Technical Institution in Northern Nigeria, established in 1956. It shall run similar programs as above, to produce skilled youths for local and foreign industries. The prospect of getting jobs in Germany or Europe at the end of the training shall be a great motivation for intake of trainees, even University Graduates will aspire to get enrolled into those skills training.

Borno State Government has recently made





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2.2 Training Period

The training period is envisaged to be two years (4-semesters) of class instructions, workshop training and practical on-the-job work experiences. All the curricula including soft skills and language will be delivered within this period. The trainees will be exposed to the German Technical Language Class throughout the last year of training that will make them proficient in written and spoken German.

2.3 Admission

Candidates to be admitted into the course must have minimum of the following:

- i. Must have completed at least the National Technical Certificate (NTC) plus NSQ L2 or Advanced National Technical Certificate (ANTC) or National Diploma in relevant technical course (such as welding & fabrication, mechanical, civil, electrical, mechatronics, agricultural engineering technologies or similar courses). Graduates of Engineering and related fields shall also be considered.
- ii. Must be between 19 – 27 years of age.
- iii. Must have a sponsor/grantor that has taken a bond to pay in full all the necessary training and maintenance fees for the trainee and ensure good behaviour during training and after.

Two classes of (max 30) candidates will be admitted each year for each of the two trades in the three Centres each, out of which at least 20% will be girls and 10% will be internally displaced persons or returnees from illegal

migration. Remaining 70% of the admitted candidates will as well be Nigerian youths who fulfil the above criteria.

2.4 Funding

Funding for the Project will be multi-lateral. The Kano State Government has already provided all the required facilities at the Institute, but has directed that sustainable training fees be designed and charged for each trainee to reflect on all the continuous financial requirements of the training, as well to ensure that the facilities are properly maintained in a sustainable



manner. The Kano State Government has also promised to give scholarships to deserving under-privileged candidates for the training. The President/CEO of the Dangote Group, Alh. Aliko Dangote (GCON), has also made commitments for the sponsorship of the CEO of the Training Centre for the next 6 years and provide scholarships for young people from low-income families. Kaduna Polytechnic and the Borno State Government shall also charge competitive fees and provide scholarships for the trainees where necessary. The training fees are expected to be between USD500 to USD1,000 per annum per trainee, while maintenance fees are about USD60 per month



2.5 Visa and Travel Arrangements

Trainees that are able to successfully reach the last semester with outstanding results will proceed to commence Visa Application procedures as outlined by the German Embassy in Nigeria. The Kano, Borno and Kaduna State Governments will facilitate this and provide Guarantors to each candidate. It is expected that a period of four months will be adequate for this arrangement. Those that are not able or unwilling to acquire the Visa will then be allowed to seek employment within the Nigeria industries, and this will be facilitated by the Placement Officer at the Training Centres.

3. STAKEHOLDERS

The NYSE Program has a multi-stakeholder approach to achieving the desired objectives. Stakeholders are to agree to collaborate in a synergistic manner to ensure that trainees that are competent are given adequate training in a timely manner and are facilitated to acquire employment based on their skills both locally and in Germany as the case may be. The following stakeholders will be involved in the Program:

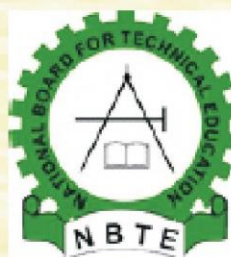


3.1 The State Governments

Kano State is one of the most populated States in the Federation of Nigeria, with a highly productive and enterprising youthful population. The State has made it a priority to

provide opportunities for 21st Century skills to its youths and support them in their quest for self-determination. The KSG has promised to provide guarantees for the successful trainees in the form of personal contact and information to ensure that all successfully emigrated trainees will be of the required competence and personal integrity. Kaduna and Borno State Governments are expected to play similar role. In fact Borno is gradually getting out of the challenge of insurgency and the Governor is focussing on TVET as a means to create gainful employment for the teeming youths and Internally Displaced Persons (IDPs).

4.2 National Board for Technical Education (NBTE)



The NBTE is the Federal Government Agency responsible for the coordination and supervision of all technical and vocational education and training in Nigeria. It has currently placed as its priority the

implementation of the Nigerian Skills Qualifications Framework (NSQF), which was recently approved by the Federal Executive Council. The NSQF is a platform for the standardization, assessment and certification of skills acquired in the formal and informal sector of the economy. These standards and certification procedures are set by industry and supervised by the Board.



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The NBTE will, in collaboration with Sector Skills Councils (SSCs) and the GIZ, produce the National Occupational Standards and the National Skills Qualifications (NSQs) in the required trades for the training of these youths. The Board will also ensure that the Training Institutes/Centres are fully registered with appropriate Awarding Bodies for the national certification of the training.

Additionally, the NBTE will serve as a coordinating body for the NYSE Project and ensure that assigned stakeholders are continuously fulfilling their responsibilities under the Project.

3.2 German Government International Development Agency, GIZ



The German Government International Development Agency, GIZ, has been working in collaboration with the NBTE for the past decade. The Collaboration has been very fruitful and has assisted in the development of some NOSs and NSQs under the NSQF.

The GIZ will collaborate with the Project to provide certified training standards that are in demand in Germany. It will as well provide the German Language Trainers for the Project, while the Training Institutions will

accommodate and provide local transport for the German Language Trainer. GIZ having well connected system with German Chambers of Commerce will further assist in scouting for appropriate industries for placement of the successful trainees.

3.3 German Embassy in Nigeria

The German Embassy in Nigeria will assist in providing Visa and information for Emigration



to Germany to all successful candidates. The Embassy will also facilitate the placement and relocation of candidates in collaboration with the Nigerian Mission in Germany.

3.4 Nigerian Mission in Germany



Successful Trainees will be given a 3 to 6 months trial period in Germany and will thereafter be given full employment opportunities or repatriated back to

Nigeria if they are unable to conform. The Nigeria Mission in Germany will also facilitate this. To ensure a win-win situation for Nigeria and Germany, the skilled Nigerians will serve Germany for about five years and thereafter relocate to Nigeria for a year or two to serve in Nigerian industries needing those skills before going back to Germany if they wish to. This will greatly help Nigeria develop global best



practices in industrial skills, a matter well played by Turkey in its symbiotic relationship with Germany.

3.5 Other Stakeholders

Other Stakeholders will include parents, community leaders, the Federal, State and Local Governments and local industry that

would be involved in the on-the-job training for assessment or supporting the trainees throughout the period. Awarding Bodies (ABs) will assess and provide timely certification for the candidates.

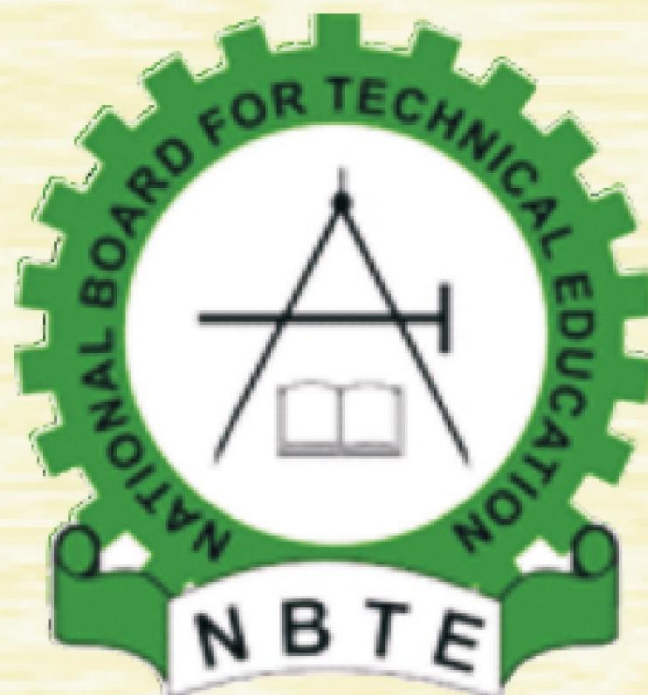




4 SUMMARY AND SUSTAINABILITY

A trained skilled manpower is an asset to every society or nation. Skills have become the most exchangeable global currency of the 21st century. In this regard, the NYSE Program shall develop a veritable and replicable source of trained individuals with the requisite skills to perform in national and international economic environments. In the past decade, Europe had struggled to manage a barrage of influx of refugees and economic migrants that have become a cause of concern for European Governments and communities. Opportunities that poise a systematic change in these dynamics should be welcome by all global players.

Sustainable solution to this impasse will involve the provision of demand driven skills that are needed at home and abroad. All youths successfully trained in the selected trades will be allowed to apply and obtain Work Visas to Germany. Training period, curriculum and administrative arrangements will be reviewed every 3 years for the system to be sustainable and market relevant. The Vocational Trades shall also be updated and expanded as demand changes. The NYSE Program also envisages the extension of the scheme to other Skills Training Centres across Nigeria in the near future with potential to extend it across the ECOWAS region in the long term.



**Executive Secretary,
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