



PUBLIC PRIVATE SECTOR COOPERATION IN TVET- What works?

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TVET IN NIGERIA - MAJOR STAKEHOLDERS

Presented at Global Forum on
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Organized by UNESCO-UNEVOC



- **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

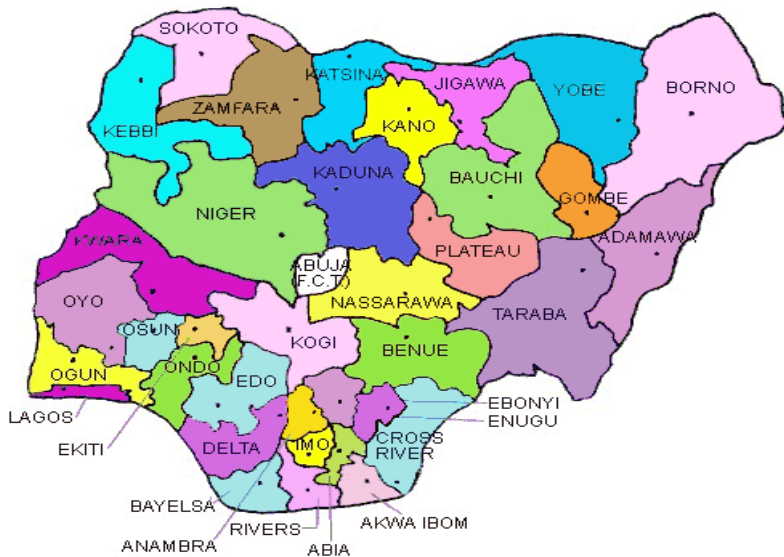
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The Industrial Training Fund was established in 1971 by the Federal Government of Nigeria, to be the foremost training institution and with the following mandates:

- 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

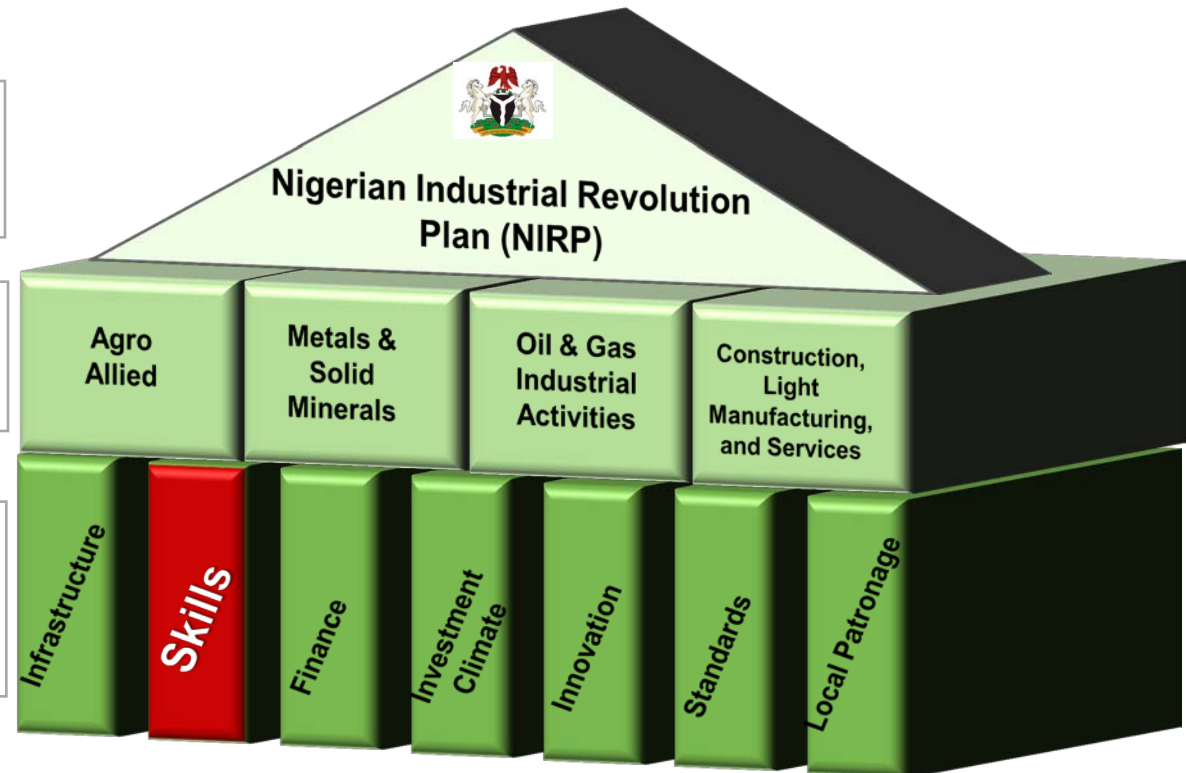
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NIRP Goals: focused on ***Economic*** and ***Revenue*** Diversification

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

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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

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- 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

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- 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

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- ✓ 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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S/N	Company	Duration	No Trained
1	Peugeot Automobile Nig. Ltd	12 months	145
2	Nigerdock Nig. PLC -FZE	9 months	110
3	OCO Industries Ltd	3 months	45
4	Nigerian Breweries PLC	6 months	223
5	A.G. Leventis Foundation	12 months	50
6	Truckmasters Nigeria Ltd	18 months	20
7	Lafarge Cement WAPCO Nig. Plc	18 months	21
8	Kamjay Farms, Ibeju-Lekki	6 months	50



Conclusion

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- 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.

