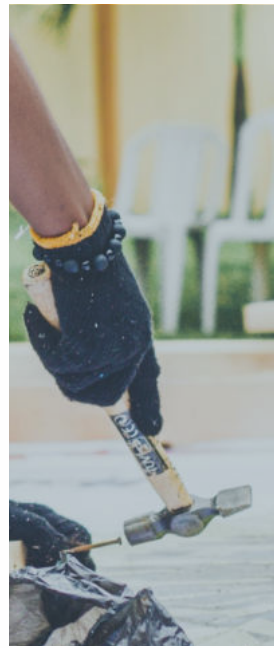


SKYE

Skills
Development
for Youth
Employment



Implemented by



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As a federally owned enterprise, GIZ supports the German Government in achieving its objectives in the field of international cooperation for sustainable development.

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SKILLS DEVELOPMENT FOR YOUTH EMPLOYMENT - SKYE

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PROGRAMME DESCRIPTION

Skills Development for Youth Employment in Nigeria - SKYE Promotes needs-based technical and vocational education and Training and youth employment in Nigeria

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GIZ is responsible for the content of this publication.
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LAST THREE YEARS IN REVIEW

NATIONAL CONFERENCE ON TECHNICAL AND VOCATIONAL EDUCATION AND TRAINING (TVET).

The National TVET Conference on “Repositioning TVET through Policy and Legislative Options” in 2021, brought together key stakeholders from the government, private sector, and international organizations. The conference was organized by the Federal Ministry of Education, with the support of the SKYE program of the German Development Cooperation (GIZ) and aimed to identify options and actions for an improved Technical and Vocational Education and Training (TVET) system in Nigeria.

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The conference focused on three thematic fields and sought to develop a needs-based skills development approach and concrete activities related to the joint declaration called “Declaration of Cooperation in TVET for Quality Skills Outcome”. The joint declaration was signed by several ministries, including the Ministry of Labour and Employment, Industry, Ministry of Trade and Investment, Ministry of Science and Technology, and the Ministry of Youth and Sports Development. The joint declaration aims to promote cooperation and coordination of national policy reforms, transparency, and accountability among key ministries implementing TVET measures.

The conference provided a platform for government officials, private sector representatives, and international organizations to collaborate and develop a way forward for an improved TVET system. This is an important step towards addressing the skills gap in Nigeria and ensuring that the workforce is equipped with the necessary skills to drive economic growth and development.

A FIELD VISIT TO THE DUAL SYSTEM

SKYE did a study tour with 76 vocational school teachers and Managers from Nigeria in Germany in June 2022. The training, which was carried out in cooperation with GIZ, enrolled 47 vocational schoolteachers and 29 vocational school managers from Lagos, Edo, and Ogun States. The participants were impressed by the great infrastructure, stable internet connections, permanent electricity, and well-maintained facilities in Germany. They were introduced to the dual system of vocational training in Germany, which combines theory in classrooms with training in a real work environment. The training provided good opportunities to learn about best practices in the dual system that could be adapted for use in Nigeria. The participants also learned about modern didactical skills and e-learning methods, which are becoming the standard in Nigeria’s technical colleges and vocational education system. The vocational schoolteachers will be supported with coaching from a German expert to ensure that the learning effects last and are more sustainable. Incorporating some aspects of the dual system in Nigeria could help solve the problem of the alarming

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unemployment rate amongst young people and meet the demand of the industries.

EDO STATE INTERNATIONAL FILM FESTIVAL

The inaugural Edo State International Film Festival was a smashing success thanks to the collaboration between the Swiss Agency for Development and Cooperation (SDC), the German Federal Ministry for Economic Cooperation and Development, and the Edo State Skills Development Agency! From the 1st to the 4th of September 2022, film enthusiasts from all over the world flocked to the Victor Uwaifor Creative Hub in Benin City to witness the magic of this incredible event.

Over 2,000 films from 94 countries were featured, with 150 movie screenings, a movie premiere, and 11 masterclasses by world-renowned professionals. It was an unforgettable four-day extravaganza that had everyone on the edge of their seats!

The festival provided a platform to showcase the emerging talents of Edo State, and it is expected to tackle the high unemployment rate in the state. This event ushered in a new set of creatives into the entertainment industry who will contribute to the economic growth of the state and promote employment opportunities for artistic and innovative young Nigerians.

Overall, the Edo State International Film Festival was an incredible experience that brought people from all over the world together to celebrate the art of film. It was an unforgettable moment that will be remembered for years to come. A big congratulations to the organizers, sponsors, and all those who made this incredible event possible!



WHO WE ARE

SKILLS DEVELOPMENT FOR YOUTH EMPLOYMENT

SKYE is a project funded by the German Ministry for Economic Cooperation and Development and implemented by Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH. It aims to increase the prospects of gainful employment for Nigerian youth and returnees by promoting needs-based technical and vocational education and training, improving the quality of TVET in labour-intensive sectors, and providing information on opportunities to enter the job market. The project also offers reintegration support through skills development and entrepreneurial training for returnees. SKYE focuses on five key components to achieving its objective.

The Project is supported by a financial volume of €51.9 million, with €49.2 million coming from the German Ministry for Economic Cooperation and Development (BMZ) and €2.7 million from the Swiss Agency for Development and Cooperation (SDC). The programme is slated to last from 2018-2023. The second phase is set to start in 2024 until 2027.



TOBIAS WOLFGARTEN,
FMR. HEAD OF PROGRAMME,



FACTS & FIGURES



INDIVIDUALS INFORMED OF
TVET AND EMPLOYMENT

3,768,996



TOTAL BENEFICIARIES
TRAINED

29,508



FEMALE BENEFICIARIES
TRAINED

13,115



BENEFICIARIES WHO GAINED
EMPLOYMENT

5,507





OUTPUTS

TARGETS

ACHIEVED

POLICY AND PUBLIC-PRIVATE DIALOGUE

POLICY PROPOSALS CREATED	STAKEHOLDERS WHO PARTICIPATED IN PUBLIC-PRIVATE DIALOGUE
6	80
3	-

CAPACITY BUILDING FOR INTERMEDIARY ORGANISATIONS

MULTIPLIERS TRAINED	MANAGEMENT AND TECHNICAL STAFF TRAINED
800	95
913	196

IMPROVEMENT IN THE QUALITY OF TVET

NATIONAL OCCUPATIONAL STANDARDS	TVET STUDENTS ENROLLED
10	330
11	400

CURRICULUM DEVELOPMENT UNDER IMPROVEMENT IN THE QUALITY OF TVET	
TARGETS	6
ACHIEVED	7

SUPPORT FOR ACTIVE LABOUR MARKET MEASURES

PEOPLE EMPLOYED OR PLACED IN INTERNSHIPS, SHORT TERM TRAININGS	PEOPLE COUNSELLED OR TRAINED (SOFT SKILLS)
11,000	12,000
13,100	20,035

PROMOTION OF INNOVATIVE PILOT MODELS

INNOVATIVE PILOT MODELS	FARMER BUSINESS SCHOOL TRAINEES
7	25,000
8	12,000

EMPLOYMENT POLICY: FRAMEWORK CONDITIONS FOR EMPLOYMENT

INCREASING EMPLOYABILITY

- Primary Education
- Demand-oriented Technical and Vocational Education and Training
- Life Long Learning

MATCHING OF SUPPLY AND DEMANDS

- Active Labour Market Policies and Programmes (Wage Subsidies, counselling, Placement)
- Labour Market Information (Systems)

CREATING DECENT JOBS

- Creating Jobs in the Private Sector (Wage Employment)
- Entrepreneurship and Start-up Support (Self Employment)

POLICY AND REGULATION

SKYE'S POLICY AND PUBLIC-PRIVATE DIALOGUE PLATFORM:

FROM 16 DAYS TO 365 DAYS!

This is the process of establishing a permanent platform for stakeholders from the public and private sectors to engage in discussions and formulate policies that promote the common good. The goal of this process is to improve the regulatory and systemic conditions of Technical and Vocational Education and Training (TVET), encourage closer alignment of TVET with labour market needs, and ensure the creation of a conducive environment for TVET that produces a skilled workforce. In addition, policy and public-private dialogue can be used to address deep-seated societal issues, such as Gender-Based Violence (GBV), by creating a strategic platform for stakeholders to assess collective efforts and take proactive measures to eradicate GBV

Edo State is taking a comprehensive approach to preventing and eliminating gender-based violence (GBV) throughout the year, with the support of the GIZ Sustainable Economic Development Cluster (SEDEC) cluster. In commemoration of the 16 Days of Activism against GBV, the state organized a stakeholder's workshop that brought together a wide range of stakeholders, including representatives of government, civil society, traditional councils, and development partners. The event was held at the Victor Uwaifo Creative Hub in Benin City.

During the workshop, participants discussed ways to address GBV in Edo State, with the Deputy Governor advocating for the full institutionalization of the Edo Violence Against Persons Prohibition Law (VAPPL) and highlighting the steps taken by the Governor Obaseki-led administration to create an enabling policy environment for addressing GBV in the state. The Wife of the Governor shared insights on the role of the Nigeria Governors Wives Forum Against GBV and the government's plan to decentralize access to GBV services through the establishment of Sexual Assault Referral Centers (SARC) across the state's 18 Local Government Areas (LGAs).

One of the highlights of the workshop was a panel discussion with five panellists who shared insights on utilizing the power of data for Sexual and Gender Based Violence (SGBV) prevention and support to survivors in the state. The panel discussion resulted in several recommendations, including increasing stakeholder conversations, mapping and profiling SGBV-focused Civil Society Organizations (CSOs) across the 18 LGAs in the state, assigning a data collection officer in the SGBV coordinating ministry, training state-led providers and CSO service providers on the national SGBV dashboard, and capacity building for SGBV-focused CSOs.





TVET

IMPROVING THE QUALITY OF TECHNICAL AND VOCATIONAL EDUCATION AND TRAINING (TVET):

THE EDO STATE TVET CONFERENCE AND 100 TVET GRADUATES

This component enhances the standard of formal vocational education and training in Nigeria. The GIZ SKYE programme is working in partnership with Nigeria to devise and execute plans and policies for vocational training, based on the guiding principles of German Cooperation in the Technical and Vocational Education and Training (TVET) field. The programme is designed to cater to the needs of the job market and society at large. A key aspect of this initiative is the close collaboration between the government, civil society, and formal business entities.

The 2022 TVET conference in Edo state is a prime display of this component at work. During the event, a final draft of the Edo State Strategy on TVET and Job Facilitation was presented. The strategic vision and objectives were developed in collaboration with public and private sector stakeholders as well as civil society. The process was facilitated and technically supported by GIZ SKYE and not only delivered a sound strategy with a specific action plan but also contributed to building trust between stakeholders which is required for successful implementation.

→ SKYE also partnered with Don Bosco to train 100 youths in a Technical and Vocational Education and Training program. Where certificates were awarded to participants who successfully completed their training. These certificates serve as recognition of their commitment to skill acquisition. Each graduate received letters of internships, providing them with invaluable practical experience to enhance their skills and readiness for the job market.

To further support their entrepreneurial endeavours, each graduate was equipped with customized start-up kits specific to their trades. These kits contain essential tools and equipment, empowering them to immediately apply their newly acquired skills and embark on their entrepreneurial journey with confidence.





EMPLOYMENT PROMOTION

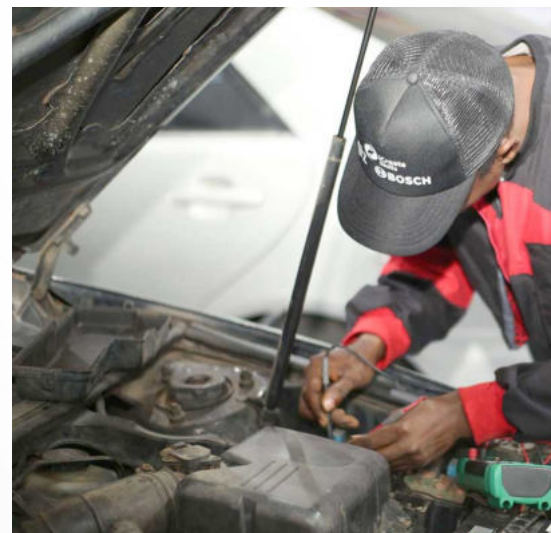
ESTABLISHMENT OF JOB CENTRES IN EDO AND PLATEAU STATE:

Here SKYE supports federal and state employment promotion structures and establishes a system of active labour market measures. SKYE provides employment services, vocational training, and counselling institutions with support to improve their employment and job placement services. This includes organizing short-term training, internships, and job placement events like physical and virtual job and career fairs. The program also offers long-term interventions, such as the establishment of job and work centres and the improvement of labour market information. SKYE conducts regional and sectorial employment labour market analyses across Edo, Lagos, Ogun, and Plateau States in the health and creative industry sectors. To mitigate the economic impact of the COVID-19 pandemic, SKYE is establishing e-learning platforms for soft-skill training and a pilot online platform for mobile devices that links craftspeople with potential clients.

To support those component, SKYE through the funding of the Swiss Agency for Development (SDC) has supported EdoJobs and PLASMIDA in Plateau in its efforts to tackle youth unemployment by establishing job centres. These centres provide guidance to job seekers and employers, matching vacancies with suitable candidates, and gathering labour market information that can be fed into the Labour Market Information System (LMIS). SKYE has helped establish seven rural job centres (RJC) in Edo State and has provided necessary equipment and training for the staff. The centres were officially inaugurated by the Governor of Edo State. SKYE is finalizing the development of a job-matching portal to scale up job matching digitally.

→ Plateau State has also taken this same initiative to enhance employment opportunities through the Plateau State Microfinance Development Agency-PLASMIDA. The plan focuses on two crucial aspects: the establishment of a Job Centre and the development of a Labour Market Information System-LMIS backed by the State employment policy. Plateau State's Plan of Action signifies a significant step forward in enhancing employment opportunities. By bridging the gap between job seekers and employers, labour information and analysis, and stakeholder engagement, the state aims to unlock its economic potential and create a prosperous future for its residents on the Plateau.

→ SKYE has also supported the Construction Skills Training & Empowerment Programme C-STEMP, which aimed to address the shortage of skilled manpower in the Nigerian construction sector. The program aims to train, assess and certify up to one million





artisans and spawn a network of training providers. To facilitate a smooth transition from training to employment, the program gave rise to Siteworx, an e-commerce platform that serves as a marketplace for artisans, suppliers of building materials, and purchasers in the construction industry. The platform allows artisans and sellers to easily conduct business with potential customers by setting up an account and registering on the platform

➔ You can find site work here; <https://siteworx.ng/>

CAPACITY DEVELOPMENT

CAPACITY BUILDING FOR INTERMEDIARY ORGANISATIONS:

THE GENDER AND DISABILITY MAINSTREAMING E-MODULE

Nigeria is facing a significant challenge of youth unemployment. While both Technical and Vocational Education and Training (TVET) and Active Labour Market Measures (ALMM) play a crucial role in tackling this issue, responsible institutions often struggle to provide these services of adequate quality and quantity to the youth.

To ensure sustainable and locally-driven progress, the SKYE project focuses on enhancing the capacities of intermediary institutions in TVET and ALMM. This includes staff-focused activities such as training and study tours, improving organizational structures and processes, and establishing cooperation systems such as networks and dialogue platforms. By strengthening these institutions, they can provide improved services in TVET and ALMM, manage sustainable development processes, and adapt to changing circumstances. This is in addition to policy reforms and direct promotion of employability through technical training and career counselling.

However, development discourses and interventions often neglect women, girls, and people living with disabilities, reflecting the prevalent value system that insists on this marginalized group occupying the back seat in almost all spheres of life. Women and persons living with disabilities suffer a peculiar kind of oppression because of their gender and disability status. For example, technical vocational training courses in construction are often seen as socially inappropriate for women.

To address this, the SKYE project rolled out the Gender and Disability Mainstreaming E-Module for Teachers, School Administrators, and Influencers (Policy) in 2019, supporting the global GIZ project VET Toolbox in the implementation of the training on gender and disability mainstreaming in the VET systems. The SKYE project then continued its support solely for the cascading of the module in class and an adaptation of the course online on the Abuja Chamber of Commerce and Industry Business Entrepreneurship Skills and Technology (ACCI BEST) E-Learning portal to continue the capacity development for teachers, school administrators, and influencers.

The specific objectives of the project are to promote gender parity and mainstream disability in the TVET sector, achieve greater gender equality and inclusion of persons with disabilities in the TVET sector, and train and advocate for other major stakeholders and industry players in various sectors on gender and disability inclusion. So far, over 30 teachers, school administrators, and influencers have been trained in class, and over 100 persons have been trained through the e-module.





The SKYE project's efforts to enhance the capacities of intermediary institutions in TVET and ALMM and promote gender and disability inclusion in the sector will go a long way in reducing youth unemployment and creating a more inclusive and sustainable future for Nigeria.

OUR PARTNERS





VET TOOLBOX

VOCATIONAL EDUCATION AND TRAINING IN NIGERIA THROUGH GIZ/SKYE

VET Toolbox, a partnership of five European development agencies co-funded by the European Union and the German Federal Ministry of Economic Cooperation and Development, is implementing demand-driven and inclusive vocational education and training in Nigeria through GIZ/SKYE.

One of its major achievements through GIZ- SKYE is the completion of the e-learning platform for the Skills 4 Riders project, aimed at improving the skills and competencies of 200 delivery riders on Road Safety, Digital Literacy, Financial Literacy, and Customer Service.

→ Take a quick look here: [VET Toolbox Skills 4 Riders \(21cced-ucation.com\)](https://21cced-ucation.com)

Additionally, in partnership with Julius Berger Nigeria for the Cashew Nut Project, VET Toolbox developed new training materials on cashew processing in line with Competency Based Training Standards (CBT). This partnership led to upskilling 25 beneficiaries and training 333 cashew nut farmers through a cascading approach in Kwara and Oyo states, with a 48% women participation rate. The project increased productivity and profitability in the cashew sector, highlighting the importance of vocational education and training for sustainable economic growth and development.





SKYE WITH GFA

In March 2020, GIZ awarded a consulting contract to the consortium of GFA Consulting Group GmbH and FAKT Consult for Management, Training and Technologies, for the implementation of what came to be seven work packages under the SKYE project. GFA Consulting Group GmbH is one of the leading European consulting companies in the development cooperation sector and its Education, Skills and Employment department has vast experience in implementing projects in TVET, higher education and active labour market measures.

Development of three Occupation Standards (OS) based on the assessment of skills needs, training providers and job profiles. These OS have been validated and approved by the Organized Private Sector of Nigeria:

- Mobile machine operator
- Food-related machine operator
- Agripreneur

EACH STANDARD CONSISTS OF:

- Job description and requirements
- Duties
- Tasks
- Performance criteria for each task
- Description of the competencies



WHERE WE WORK

OFFICE LOCATION

LAGOS:

952/953 Idejo Street, Off Adeola Odeku, Victoria Island. Lagos

ABUJA:

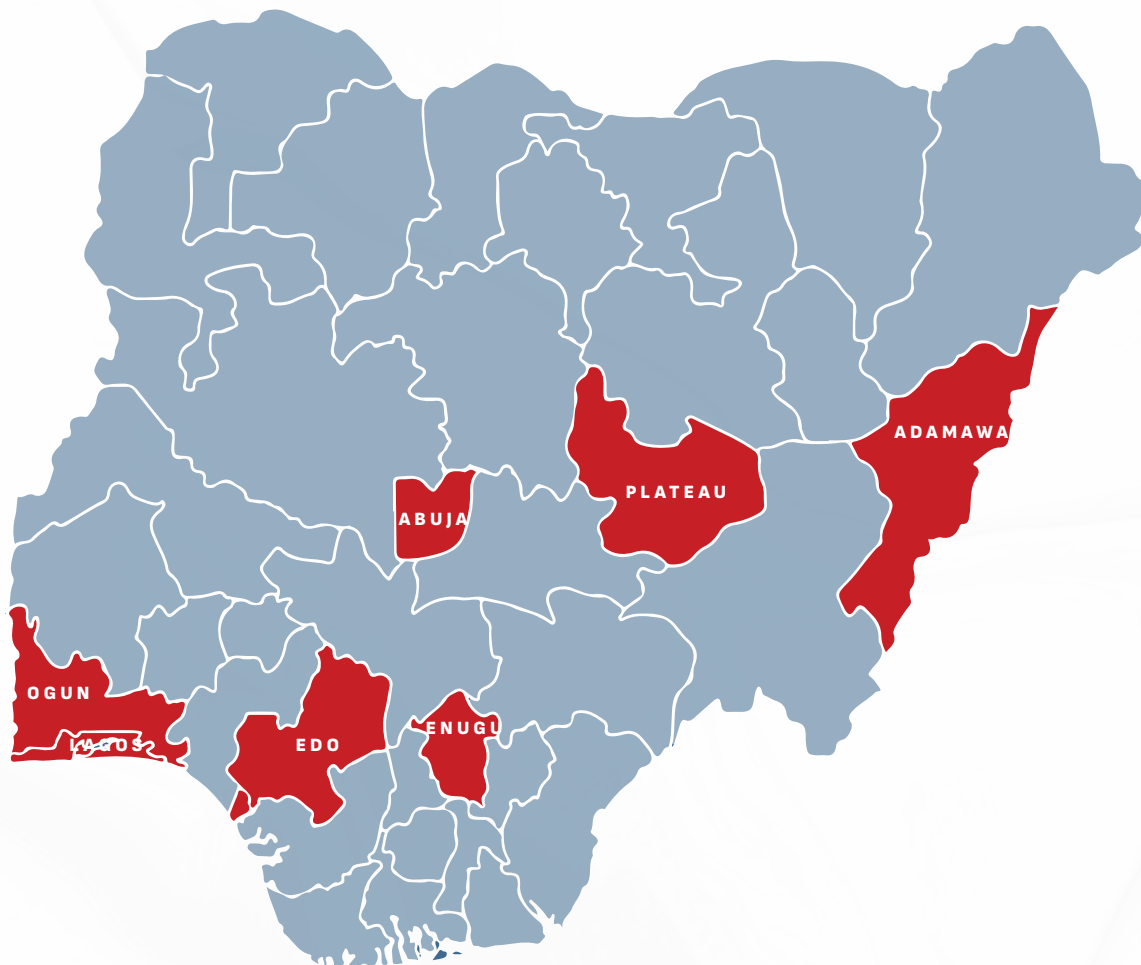
20 Haile Salassie Street, Asokoro, Abuja

BENIN:

57, Etete Road off Adesuwa, GRA Benin City, Edo State

OGUN:

16, Oba Osile Road, Quarter 03, Ibara Housing Estate, Abeokuta, Ogun State





STORIES OF IMPACT

29,508 beneficiaries have been trained under the SKYE programme. Out of which 5,507 have either been employed or self-employed. Here are two stories out of many:

MERCY'S STORY

Mercy Ehiwario, a single mother of five, participated in a mobile phone and laptop repair training organized by GIZ/SKYE in collaboration with LASTVEB and Slot Foundation. The program aimed to train and engage youth in repairing mobile phones and laptops to improve their livelihood. Mercy gained knowledge of phone and laptop repair, customer relations, and developing a business plan. The program helped her dominate in a male-dominated trade, and she started a mobile phone sales and repair business in Abule-Egba. She received a loan of ₦500,000 and has been able to refund ₦70,000. Mercy is now an independent and self-employed lady, feeding her family and making an income. She plans to train more women and upgrade her business with access to grants or long-term loans.

"This training has completely changed my life! I can now afford to care for my children and give back to my community by training other women. I am grateful to the GIZ-SKYE project because they have helped to shape my life for a better future."

- Mercy Ehiwario

ENDURANCE'S STORY

Endurance's success story is a display of how partnerships for development can transform the lives of Nigerian youth. He heard about the Edo Job Centre from a friend and eagerly registered for free training in tiling. As a returnee who left the country in 2018 in search of a better life, he has now returned because, for the first time, his prospects seem brighter than the unknown. After completing the program, Endurance gained the skills and confidence to start his own tiling business or work for a company.

Before the training, Endurance struggled to make ends meet through low-paying jobs. But now, he has a brighter future. The Job Centre also provided him with valuable networking opportunities, helping him secure more work. Endurance's experience highlights the importance of skill training in empowering young Nigerians with employable skills. Establishing more job centres across the country can enable even more young people like Endurance to contribute to the economy and reduce unemployment.





KEEP UP WITH ALL OUR IMPLEMENTING ACTIVITIES



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