



# ***An Analysis of Ondo State Labour Market Assessment***




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This study was funded by the **Foundation for Partnership Initiatives in the Niger Delta (PIND)**



THE KEY CHALLENGE IS THAT OF IDLE ADOLESCENTS. YOUNG ADULTS SEEN IN POCKETS IN EVERY STREET CORNER. IDLE HANDS THAT CAN ALSO BE A BIG, DANGEROUS PROBLEM.

Stakeholder on the youth unemployment challenge

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## Executive Summary

The Foundation for Partnership Initiatives in the Niger Delta (PIND) has, since the third quarter of 2017, implemented the Niger Delta Youth Employments Pathways Project (NDYEP) which aims to address some of the workforce development challenges that hinder marginalized youth from entry into the labour force and opportunities for decent work. The pilot phase of the project was conducted in partnership with the Ford foundation in Abia, Rivers and Akwa Ibom States. PIND has since 2020 pursued a steady scale up of the unique model that NDYEP adopts into other states of the Niger Delta, expanding into a fourth state, Delta State in 2021. This report presents the outcome of an assessment of the labour market, conducted between November 2022 and March 2023, to Identify pathways for youth employment in Ondo state. The output will aid the Project team and PIND in the design and implementation of a skills for employment program in Ondo State that is scheduled for the second quarter of 2023.

A deliberate open and participatory approach was adopted for this study, involving consultations with a broad range of stakeholders in Ondo State. The study uses mixed methods research approach in exploring key elements of the youth employment constraints and opportunities. To gather relevant data and perspectives, the team held over 21 direct in-person meetings, roughly 263 interactions with at least 253 unique persons across most of the local government areas including Ilaje, base of the CNL Host communities in Ondo State.

Following the review of an initial draft report and findings, a validation workshop was held in Akure, June 27<sup>th</sup> with a cross section of stakeholders to share and review the findings, assumptions and make additional inputs where necessary. Stakeholders endorsed the key findings as consistent with views earlier expressed and the priorities especially in terms of the suggested intervention areas. Stakeholders also affirmed that conclusion reached at the end of this assessment that indeed the proposed Ondo YEP is feasible and relevant for Ondo State.

They however suggested the inclusion of one or two more government Ministries in the key stakeholder's matrix developed. It was also suggested that, though apprenticeship and mentorship is well indicated as an integral part of the proposed ONDO YEP program from the assessment, it needs to be distinctly included as a key track in the program design. The Ondo Chamber of Commerce, Industry, Mines and Agriculture, NASSI, and other the Business Membership Organizations (BMOs) present indicated interest and willingness to collaborate with PIND in initiating a distinct mentorship program in Ondo State. This is commendable and can indeed be a novel addition to the NDYEP business model. However, it will need to be carefully designed such that it runs on a sustainable basis of willing mentor -willing mentee plus careful matching of mentees to mentors.

## Summary of Key Findings

- I. Tackling increasing incidence of unemployment is probably the most profound development challenge facing national and sub-national governments in Nigeria including Ondo State. The national rate of unemployment rate as at q4 of 2020 was estimated by the National Bureau of Statistics (NBS) as 33% with youth unemployment estimated to be much higher at about 53.4%.
- II. Ondo State has a growing population which is estimated to be 5.43 million people (2022) and has an economy with an estimated Gross Domestic Product (GDP) of N5.10 trillion. The state is endowed with agricultural crops such as Cocoa, Cashew, oil palm, groundnut, timbre amongst others, that is available in commercially significant quantities. Being a state with probably the longest coastline in the country (about 180 km), Ondo state also boasts of fisheries resources and aquaculture potential.
- III. Agriculture, Industry and Services sectors of the State's economy continue to witness modest growth. However, the agricultural sector continues to be the largest and most consistent contributor to the State's GDP, closely followed by Services Sector. These sectors are also creating the jobs.
- IV. An estimated that 1.02m people representing 41.25% of the Ondo State's labour force of 2.5m people were either unemployed (426,5370) or underemployed as at Q4 2020. To reverse this trend and improve its revenue fortunes, it is suggested that Ondo would need to create at least 106,364 new jobs every year.
- V. The Ondo State government prioritizes employment creation especially for youth. This is captured as a key objective of the State's Medium Term Expenditure Framework (MTEF) and Budget (2021 to 2023). The state has a vision of transitioning its economy from a mainly agrarian one to a more diversified industrialized economy that is creating jobs opportunities for its population.
- VI. To address its unemployment challenge, Ondo State has, in addition to the work of its mainstream MDAs, created special initiatives to address the youth unemployment-challenge through promoting Agri-business, youth entrepreneurship and empowerment. The Ondo State Entrepreneurship Agency (ONDEA), The Ondo State Agribusiness Empowerment Center (OSAEC) and the Office of the Senior Special Assistant to the Governor on Youth Empowerment all function to address this challenge. There is certainly scope for collaboration with these initiatives. Integrating or working collaboratively, with these government agencies along cross cutting program areas during implementation of ONDO YEP would be mutually beneficial.

VII. Planned investments and development of Ondo State's huge natural resource endowments can potentially drive large youth labour absorption and expand skills base. Some of these big-ticket initiatives include;

- **The Ondo Deep-Sea port development;** Though futuristic, this has the potential for creating several thousand new jobs and new requirement for skills in the resulting marine transportation value chain.
- **Bitumen exploration,**
- **Poultry value chain development** including on-going establishment of an egg pasteurization industry
- **Cocoa value addition for chocolate production and creation of farm settlements**
- On-going land clearing at the Oluwa Forest Reserve, under a public-private partnership arrangement with JB Farms Limited. Approximately 11,000 hectares of the available 23,000 hectares ready for cultivation of new high yield varieties of oil Palm. This initiative is expected to create several downstream jobs and access to small mechanization by small scale farmers.

VIII. **Entrepreneurship/ Self-employment, obvious pathway to youth employment.** Stakeholders indicate that as there are not very many large anchor firms capable of driving youth labour absorption, the opportunities and number of openings for direct employment are seriously constrained. Given the large number of unemployed and underemployed youths in the state, and the obvious need to seek alternative paths to work, the proposed Ondo YEP program that offers quality vocational training, easily is a good fit and response.

IX. **Strong youth aspiration to own their own businesses in the presence of dwindling opportunities for direct employment:** An interesting finding from the assessment conducted is that 62% of the youth respondents desired to have 'own business' and a further 9.4% considered apprenticeship as a pathway to self-employment. Only 12.9% aspired to have a government job while 5.3% wanted paid employment in a private company.

X. **Young people that are skilled, semi-skilled and professionals are perceived to have the best opportunity to be gainfully engaged in work in Ondo State.** This is not all together surprising given the state of unemployment. It just emphasizes the need for young people to acquire appropriate skills as this might well be the guarantee for work and earning. About 79% of youth respondents believe that skilled and semi-skilled young persons have the greater chance of securing work.

#### Sectors highlighted as generating current employment for young people

XI. ICT, solar panel Installation and maintenance, trade and services, agriculture, construction, engineering technology are the main sectors considered to be generating current work opportunities for youth. It was also found that transportation, especially the use of



motorcycles 'Okada' or tricycles for commercial purposes, are the quick 'go to' jobs for many 'out of work' youth. This applies in all parts of the state including the Ilaje/CNL host community areas as corroborated in FGDs and interviews conducted in Igbokoda and Okitipupa.

Additionally, work linked to Chevron operation in the host community area continue to be valued sources of employment for young people who find them. These include job areas such as welding and scaffolding.

- XII. Skills mismatch exists: The employers report difficulties often in finding industry -ready talents, products from the existing TVET system that have the right skill set to match available job openings, linkage between the industry and the training institutions is weak.
- XIII. Youth attitude towards employment: Many of the youth prefer white collar jobs/ paid employment. Many youths have scant interest in vocational and technical training, and as one the roundtable/FGD participant noted, have a 'quick fix and quick money" making mindset. However, stakeholders agree that it is feasible to find a critical mass of youth s, willing and able to undertake high quality vocational training for employment, such as is being proposed. This includes existing artisans who need retraining and upskilling.
- XIV. There are many trained artisans in Ondo state, but level of skills and professionalism is still low. There is still high reliance on skilled artisans coming from Abuja, and Lagos, as well as the Togolese for good quality work in auto mechanics, tiling, POP fitting, Welding, carpentry, Masonry (said to come from either Abuja, Osun or Ilorin). Air, air-conditioning and refrigeration technicians said to be short supply also etc.
- XV. The Ministry of Budget and Economic Planning is suggested here, as a key strategic partner (stakeholder Champion) for the project on the public sector side. The Ministry has experience working with PIND and also useful leverage with other MDAs. On the private sector side, the Ondo State Chamber of Commerce, Industry, Mines and Agriculture (ONDOCCIMA) is suggested. The chamber has 6 other affiliate Chambers and members spread across the state including the Akure Chamber of Commerce and Industry, Mines and Agriculture. It also has working relationship with other Business membership organizations such as NASSI, NACCIMA, MAN etc. if properly engaged with, they can help galvanize private sector participation and dialogue as may become necessary for the proposed project and PIND on a broader scale. **A memorandum of understanding ironed out could spell out basis of partnership and help give visibility to the project especially earlier on.**

- XVI. Youth in the State who attend especially government organized training programs have high expectation (mindset issue) of being handed ‘starter-packs’ or related money payments to cover ‘logistics’ at the end of such programs. This is usually an attraction for participation in those training programs and motivation for staying on the program till the end when the starter-packs or cash awards are usually made.

There are, understandably too, palpable concerns, if Youth will accept to come on a program that does not offer this kind of ‘incentive’. This is very consistent with what obtains in other Niger delta States as captured in studies similar studies in those states. As PIND progressing to implementation phase, this is definitely something to take on board and develop or adapt appropriate strategy that can help counter this deeply ingrained mindset.

#### Ecosystem Strengthening:

- XVII. Interaction between the private sector and government especially as it relates to job creation for youth has been limited. This was a strong private sector view expressed at the roundtable with Employers and private sector Business Membership organizations. Facilitating a periodic Forum that brings together key players on both sides might be a good first step. The Forum could be jointly anchored by the Ondo Chamber of Commerce and the Ministry of budget & Economic Planning.
- XVIII. Facilitate more Industry-TVET interaction system to address skills mismatch: Interactions between Industry and the TVET system needs to be increased. Such interactions can assist the TVET training subject areas and their curriculum made more aligned to the talent requirements of companies.

### RECOMMENDATIONS

- 1) Feasibility of Implementation of the YEP program in Ondo State is strong and the NDYEP model with appropriate adjustment is implementable

The unemployment challenge exists and needs innovative responses such as ONDO YEP with the appropriate collaboration and support can offer. Though some young persons are said to exhibit certain mindsets such as entitlement etc. or non-willingness to acquire skills, stakeholders are certain that the state has a critical mass of youth who will have the right motivation and desire for true empowerment through skills acquisition.

- 2) There are a few institutions and structures on the skills delivery on the supply side that can be leveraged in competency-based training. Though the TVETS are poorly funded and need support, some like the Rufus Giwa Polytechnic can be a good technical training partner. There may be others.

3) Potential areas for suggested intervention include;

Agriculture Quick turnaround crops and agribusiness like, Others (Snail farming Apiculture, etc.); Poultry (meat and eggs) VC; Fisheries /especially Fish processing in the riverine host community area, floating cage culture etc.).

ICT: software development (Coding), web/graphic designs, Digital marketing, CCTV installers, and computer hardware and phone repairs. drone operation etc.

Resource Management Solar Panel Installation, waste processing for income generation

Engineering/  
technician services: electrical, mechanical, solar panel installers, welders/fabricators,

Construction: POP, roof installers, Aluminum works (Alumaco), carpenters/furniture makers, scaffolding, tilers, wall screeding, painting/ 3D painting, boat making, etc.

Trade / Services: Fashion, finished Leather products, photography services (digital), catering hairstyling.

Oil and Gas linked

Technical Skills (COASTAL Region) Scaffolding, Welding etc.

4) There is clearly a need for more investment in the existing technical and vocational training institutions, upgrade their facilities and manpower. This should make the system more relevant to the needs of industry and the aspirations of the trainees.

5) Creating a “work and learn system”. An apprenticeship system would work well for youths and give the project a good result

6) Given the growing experience of NDYEP implementation partners over the years and across states, matching or twining them during implementation with local technical, soft skills or entrepreneurship training providers (mainly those with limited experience but expandable technical capacity) can be a good strategy to onboard, and mentor them to take the model further, post YEP. To this end Exchange forum or fair can be organized for NDYEP existing providers and in-state aspiring technical service providers to share experiences and possibly forge partnerships. This will be appropriate around the time or before the first ‘proposal Call’. for time or just

7) Mentorship as a means of supporting Ondo YEP young entrepreneurs, needs to be distinctly included as a key track in the program design. The Ondo Chamber of Commerce, Industry, Mines and Agriculture, NASSI, and other Business Membership Organizations (BMOs) indicated interest and willingness to collaborate with PIND in initiating a distinct

mentorship program in Ondo State. This is commendable and can indeed be a novel addition to the NDYEP business model. However, it will need to be carefully designed such that it runs on a sustainable basis of willing mentor -willing mentee plus careful matching of mentees to mentors.

## 1.0 INTRODUCTION AND BACKGROUND OF STUDY

### 1.1 Background of Study

#### Context:

Tackling the increasing incidence of unemployment has variously been described as probably the most profound development challenge facing national and sub-national governments in Nigeria. Aligned with this is the rising insecurity all across the country that is often linked to the effects of unemployment and the wider incidence of poverty amongst young people. This situation has left significant negative socio-economic impacts on the people and economy as a whole, and this has been very evident in the states of Niger Delta, the oil-producing region of the country where youth restiveness and related conflicts continue to be rife.

Considering the large Nigerian population estimated at about 219<sup>1</sup> million in 2023 with an estimated median age of 18.1 years, the Nigerian population is certainly very youthful. This demographic reality which has sometimes been described as the 'youth bulge' means that how Nigeria channels the talent and energy of its youth can be a force for good or otherwise. In fact, the UNDP in its Policy Brief notes that "Nigeria is projected to witness a steady growth in population aged under 25 years between now 2050". And compared to say India, Brazil and China, it projects that 'India's under 25 years population will only witness an increase between 2020 and 2030 and thereafter decline. China, Bangladesh and Brazil on the other hand are projected decline in population under 25 years during this period. As the brief clearly noted, Nigeria is expected to continue experiencing the 'youth bulge' between now and 2050<sup>2</sup>. It is within this context that the benefits and/or risks of addressing or not addressing the youth employment challenge become clear and urgent.

Over the last 10 -15 years, Nigeria has witnessed moderate growth in its economy despite sliding into two periods of economic recessions in recent years. However, this economic growth has often been described as 'jobless growth' because in spite of this growth, unemployment and underemployment in the country remains very high and growing.

**MODEST ECONOMIC GROWTH HAS NOT RESULTED IN COMMENSURATE GROWTH IN EMPLOYMENT OPPORTUNITIES**

The national unemployment rate as at q4 of 2020 as estimated by the National Bureau of Statistics is 33%<sup>3</sup>. This rate has been projected by some analysts such as KPMG Nigeria to go as high as 40% in 2023. Youth unemployment was even much higher at 53.4%. The situation is exacerbated by both the much weaker economic growth rates recorded in Nigeria in recent years as well as the rising incidence of poverty. A whopping 133 million Nigerians are estimated to be

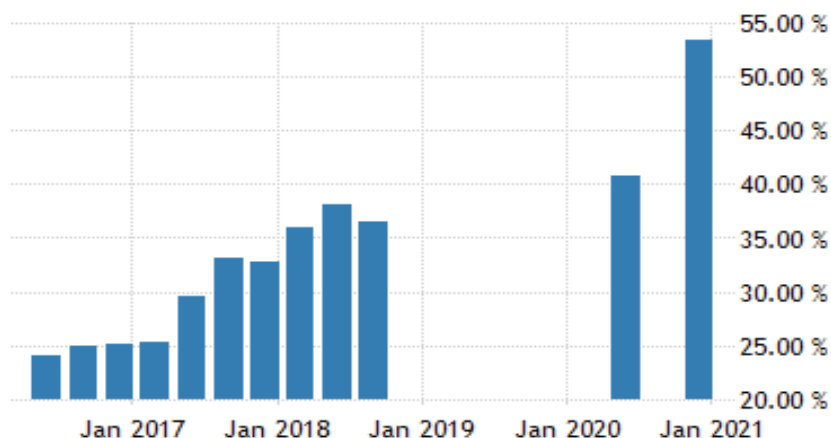
<sup>1</sup> World Data Atlas

<sup>2</sup> Nigeria's Youth Bulge: From Potential 'Demographic Bomb' to 'Demographic Dividend', UNDP Policy Brief, SPAM/005/2018

<sup>3</sup> Labour Force Statistics Q4 2020, National Bureau of Statistics

multidimensionally poor <sup>4</sup> as indicated in a report by the National Bureau of Statistics. The incidence of multidimensional Poverty index (MPI) is the 'proportion of the population who are multidimensionally poor . It is sometimes called the poverty rate'.

**Fig 1: Nigeria Youth Unemployment rate**



Source: Trade Economics, NBS

In the Niger Delta, youth unemployment remains a major development challenge with consequent spillover effect on peace and security in the region. The Niger-Delta region which cuts across nine states (Abia, Akwa Ibom, Bayelsa, Cross River, Delta, Edo, Imo, Ondo and Rivers) and about 185 local governments areas, hosts of the oil and gas industry in Nigeria. Paradoxically, the Niger Delta have some of the highest levels of youth unemployment in Nigeria.

With pervasive poverty and unemployment in the region, many youths are susceptible to being recruited into militant groups and criminal activities, illegal oil bunkering and artisanal oil refining, prostitution and hostage taking for ransom. The persistent tension and restiveness have posed significant challenges to and drain on the Nigerian economy.

The Niger Delta Youth Employment Pathways project (NDYEP) implemented by PIND Foundation in the Niger Delta is an innovative response to the challenge of youth employment in the region . The worsening youth unemployment scenario in the Niger delta specifically, provided the impetus for the establishment of the NDYEP project in the last quarter of 2017 as a pilot program implemented by PIND with funding support of the Ford Foundation and starting with an initial set of three States -Rivers, Akwa Ibom and Abia States.

NDYEP aims to contribute to addressing the youth unemployment challenge by developing models of youth job readiness and workforce development that offer young people the opportunity to secure sustainable jobs or develop enterprises through quality training that equips them with market relevant skills.

<sup>4</sup> Nigeria Multidimensional Poverty (2022), NBS, Nov 2022

The Project approach involves providing innovative and high-quality training that prepares marginalized youth with market-relevant skills; and then support their transitioning into waged employment or self-employment /entrepreneurship. The pilot phase of NDYEP was implemented over a two-year pilot period in Abia, Akwa Ibom and Rivers States with over 5,000 youth already trained in the first and second phases of the project in the target sectors of Agriculture, Information and Communication Technology (ICT), Renewable energy (Solar Tech); building construction, and finished leather sectors.

#### NDYEP SUCCESS IN THE THREE PILOT STATES ENGENDERED EXPANSION AND OUTREACH TO OTHER STATES IN THE NIGER DELTA

In 2020, PIND made the determination to expand the NDYEP program into an additional state - Delta State, based on the positive results of the pilot phase. Following extensive consultations with the Delta State government, a youth labor market assessment was conducted in that State. So far, the project is in the 2nd year of implementation in Delta State with 1,236 youth trained and linked to work successfully. Consistent with NDYEP's implementation framework, and to further widen its outreach; PIND plans to extend implementation of the Youth Employment Pathways program to Ondo State (one of its focal states).

### 1.2 The Assignment:

This assignment which is to conduct a youth employment market assessment, advances PIND's plan for extension of the program to Ondo State. Its purpose is to identify pathways to youth employment in Ondo State, following precedents set in the program's earlier pilot and extension phases. The output will guide the Project team and PIND in the design and implementation of a skills for employment program in the second quarter of 2023.

### 1.3 Objectives of the assignment

The NDYEP project follows PIND's evidence-based implementation strategy. Therefore, the proposed study is to provide PIND a better understanding of the demand and supply sides of the labor market as it relates to youth employment opportunities, the policy environment, and skill development ecosystem in Ondo State (including the Coastal Community Areas).

The findings from this market assessment will be presented to selected stakeholder for validation and inputs. The final report together with inputs from stakeholders at the validation workshop will shape the final design/implementation process for NDYEP in the state.

#### Specific objectives of this assignment;

The specific objectives of the assessment are as follows:

- 1) To gather information and data through desk research and field studies that are relevant to the labor market assessment and the subsequent NDYEP intervention design in Ondo State
- 2) Conduct analysis of the labor and workforce issues and context for youth employment in Ondo State that enables better understanding of market opportunities, the jobs and employment pathways available to youth, what sectors are creating current or future employment opportunities and other workforce requirements (what technical and soft skills are in demand?) etc.
- 3) Examine the feasibility of implementing NDYEP's current sectors/interventions in Ondo state and identify other potential sectors/interventions (especially for coastal communities).
- 4) Develop a stakeholder map/list of main institutions, stakeholders and programs within Ondo State. This will include potential private or public sector organizations in focus sectors, identified in the course of the study that that may be interested in partnership with PIND during implementation.
- 5) Undertake a synthesis of the main findings and analysis capturing the key elements in NDYEP's analytical framework. Make appropriate suggestions based on findings on the sectors, possible areas for skills training and job creation. Make recommendations relevant for NDYEP intervention design in Ondo State. This will include specific analysis and recommendations for what might work best for PIND priority locations in the Coastal and Chevron host community areas (formerly called GMOU areas prior to the implementation of the new PIA Act)



## 2.0 Study Methodology

### 2.1 Study Area

Ondo State is located in the South-West geo-political region of Nigeria, situated between longitudes 4°30' and 6° East of the Greenwich Meridian, 5°45' and 8° 15' North of the Equator. It is bounded in the North by Ekiti and Kogi State; in the East by Edo State; in the West by Oyo and Ogun States and in the South by the Atlantic Ocean.

The State has 18 Local Government areas comprising of Akoko North-East, Akoko North-West, Akoko South-West, Akure North, Akure South, Ese Odo, Idanre, Ifedore, Ilaje, Ile Oluji/Okeigbo, Irele, Odigbo, Okitipupa, Ondo East, Ondo West, Ose, and Owo.

These local government areas are distributed across the three senatorial districts of Ondo Central, Ondo North and Ondo South. Ondo State has an estimated population of 5.4 million as at 2022 and projected to rise to about 5.637 by 2023. Following the general pattern for Nigeria, the population is largely youthful.

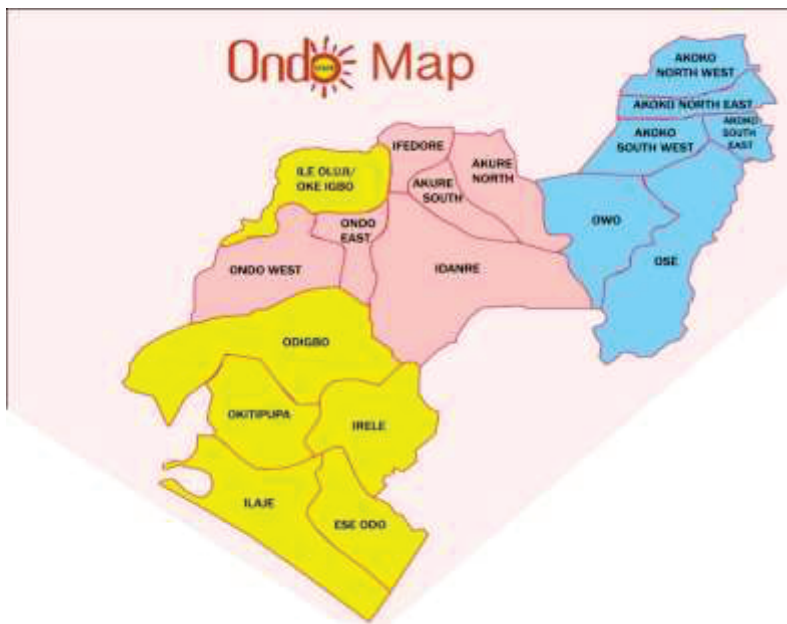


Fig.2: Map of Ondo State

### 2.2 Approach to the Study

The approach for this assignment was designed to provide a pragmatic view and broad understanding of the economic and labour market constraints and opportunities for youth in Ondo state; and identify what pathways to employment exist for youth in the state as contained in the

terms of reference. The approach is very much in keeping with the general NDYEP analytical framework which highlights key questions to be addressed on both the labour demand and supply sides.

Given the well-known challenge with data availability in Nigeria especially as it concerns jobs and employment data, the team *ab initio* proposed to collect data from a wide range of sources to guide its analysis and the subsequent recommendations for program design and implementation in Ondo State. The approach will involve four key phases;

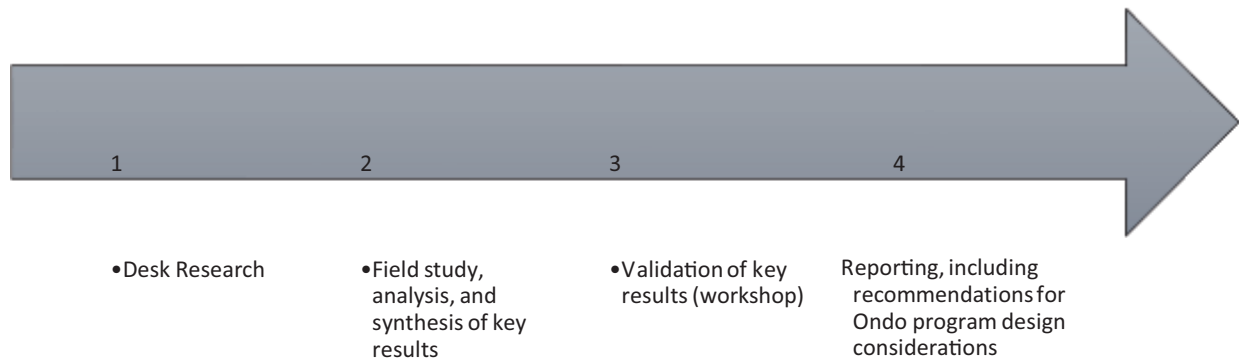


Fig 3: Study process

In general, a deliberately open and participatory approach was adopted throughout the process that involved consultations with a broad range of stakeholders in Ondo State. This approach takes into cognizance the fact that stakeholder consultations and engagement even at preliminary stages of project design such as this study presents, can enhance stakeholder buy-in during project start up, eventual implementation and ultimately, project success.

### 2.3 Design, Sampling and Tools for the youth employment pathways assessment

The study uses mixed methods research approach in exploring key elements of youth employment constraints and opportunities. The study therefore relied on mixed qualitative and quantitative methods, as appropriate, to elicit and collect data for analysis. methods used for data collection include; desk research especially for data on national and state economic contexts; key stakeholder consultations/interviews, questionnaires, Key Informant interviews (KII); focus group discussions (FGDs) and a survey of youths was done to collect primary data on the demand side constraints and opportunities for youth employment in Ondo State.

Two (2) roundtables/focus group sessions were held in December 2022. Participants comprised of leading private sector organizations and Government Ministries Departments and Agencies (MDAs) identified during the preliminary stakeholder consultations.

To garner information pertaining to CNL host communities in Ondo State, a similar roundtable was held in January 2023 with representatives of the Ilaje Regional Development Committee (IRDC).

It is noted that with the coming into effect of the newly enacted Petroleum Industry Act (PIA) in 2022, there is an on-going transition from the previous GMOU arrangement to the PIA prescribed arrangement for host community engagement. Therefore, things are still largely in-flux.

It was however agreed determined from our preliminary meetings to engage with the IRDC members, given their deep knowledge of and interactions in the area. Moreover, many of them will still be relevant in whatever the new host community arrangements come into place.

Data collected through different tools were collated, analysed and interpreted using simple descriptive statistics and the Statistical Package for the Social Sciences version 22 (SPSS 22) as necessary. Convening the 2 roundtables as a process for data gathering and initial stakeholder engagement is new compared to the previous exercises.

Selection of respondents for the study was done through a stratified purposive sampling process. This enabled selection of respondents from the Local Government Areas (LGAs) and key economic centres in each of the three senatorial zones of the State. For this study, and given its strategic relevance to PIND; Ilaje LGA which is the base of the coastal and Chevron host communities in Ondo State is included and prioritized.

Table 1: Initial field data collection plan

Field Data Collection Plan						
S/No	Level : 3 SENATORIAL DISTRICTS		level 2: LGAs Selected	Field data collection	comments	
1	ONDO CENTRAL	6	AKURE South.	* FGDs *2 roundtables * KII	* One roundtable with Private sector firms and BMOs; *Atleast one FGD with Artisans/youths (engaged and not engaged) *One with key Government stakeholders/Agencies	
			IDANRE			
2		ONDO NORTH	6	OWO	KII	Security considerations limiting here
3		ONDO SOUTH	6	ESE ODO	KII	
		ILAJE: IGBOKODA/ AYETORO/Other CNI host community areas		* FGDs * KII	Atleast 2 FGDS with in the Host community areas, 1 directly with the Ilaje RDC and another non-RDC FGD/ KII	
		ODIGBO: ORE		KII/ Visit to industrial park area for observation		
			OKITIPUPA	KII		
		<b>18 LGAs</b>	<b>7 LGAs</b>	<b>!30 respondent targetted</b>		

To achieve the terms of the assignment, field assessment was conducted between November 2022 and March 2023. During the course of the field work, the team held over 21 direct in-person meetings (KIIs, FGDs and roundtables, telephone); 263 interactions with at least 253 unique persons (92 in-person and 170 youth respondents to the online survey) across most of the local

government areas including Ilaje which is also a prime area of interest to PIND. This is as depicted table 2 below;

**Table 2: Type and number of KIIs, FGDs etc. conducted**

	No of meetings	No of persons involved		
KIIs with key public sector MDAs	9	12	<ul style="list-style-type: none"> <li>• Ministry of budget and planning (2)</li> <li>• Ministry of education (1)</li> <li>• Ondo State Agri-business empowerment Center</li> <li>• SSA Ondo State youth Empowerment</li> <li>• Ondo State Entrepreneurship Agency (ONDEA)</li> <li>• Board for vocational technical and adult education</li> <li>• Ondo State Bureau of Statistics</li> <li>• Ministry of youth</li> </ul>	Nov 2022
KIIs with private Sector organizations	7	8	Companies from across ICT, Agriculture, industry etc	Nov -Dec 2022
Roundtables with public and private sector Stakeholders	2	29	<p>Participants drawn from key government ministries, agencies and special programs involved with youth development. Representative of the PLWD assoc.</p> <p>Representation from companies involved in ICT, Agriculture, manufacturing and also key private sector business membership association including the Ondo Chamber of commerce, NACCIMA, NASSI, OSACA</p>	Dec 5 & 6 <sup>th</sup> 2022
KIIs and FGDs with Coastal communities/CNL Host communities' representatives	3	28	Including KIIs and FGD held in Igbokoda in December 2022 and roundtable with the IRDC members in Okitipupa in January 2023	Dec 2022 - Jan -2023
KIIs with youth unemployed youth		15		Dec'22 - Jan 2023
Survey of youth across the state		170		Dec- Feb 2023
		262	Unique persons count- <b>253</b>	Publ - 5, Priv- 4

The Ondo State labor market assessment as indicated also specifically targeted data that highlights the perspectives of young persons who are the prime target and beneficiaries of the proposed skills development program being proposed for Ondo state.

In the absence of a lot of secondary data on youth employment, it was important to gauge and understand the interest as regards vocational and technical skills development as well as their preferred pathways to employment and sustainable livelihoods in the specific context of Ondo State

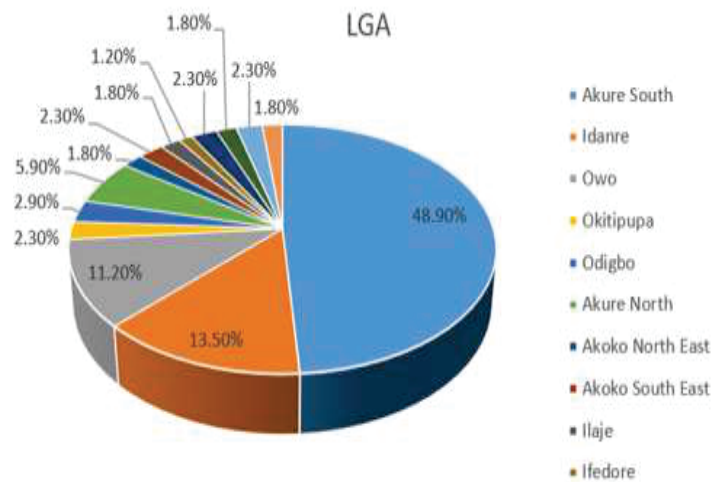


Fig 4: distribution of survey respondents by LGAs

A sample of 170 respondents from 14 of the 18 local government areas of Ondo State participated in the survey (Fig xx) done over a period using google form and in-person interviews collated into the goggle form.



FIGURE 5: FGD WITH SELECTED ILAJE YOUTH IN IGBOKODA

## 3.0 RESULTS AND DISCUSSION

### 3.1 Introduction

The study team using a mixed method data gathering approach including wide consultations with a variety of key stakeholders in Ondo State collected and analyzed both primary and secondary data collected from broad stakeholder groups including respondents from the private sector, public sector, academia and the youth demographic. The key findings from a synthesis of the data are presented in the following section.

### 3.2 Overview of Ondo State and Economic Context

#### 3.2.1 General Description: Area, population and its People

Ondo State is located in the South-West geo-political region of Nigeria situated between longitudes 4°30" and 6° East of the Greenwich Meridian, 5°45" and 8° 15" North of the Equator.

It is bounded in the North by Ekiti and Kogi State; in the East by Edo State; in the West by Oyo and Ogun States and in the South by the Atlantic Ocean. The Coastal/riverine areas of the state is home to CNL host communities and the Ilaje people of the state. There are about 8 mandate areas/communities under the previous GMOU<sup>5</sup> arrangement. The GMOU was managed on the community side by the Ilaje Regional Development Committee (IRDC)

The state is primarily inhabited by the Yoruba speaking people of Nigeria, has a high proportion of urban dwellers and Akure, the state capital, is rapidly developing into a commercial and industrial center and is host to a Federal University of Technology (FUTA) amongst other educational and vocational and skills development centers. There are other key economic /commercial centers like Owo, Ore, Ondo town and

The State has 18 Local Government areas comprising of Akoko North-East, Akoko North-West, Akoko South-West, Akure North, Akure South, Ese Odo, Idanre, Ifedore, Ilaje, Ile Oluji/Okeigbo, Irele, Odigbo, Okitipupa, Ondo East, Ondo West, Ose, and Owo. These local government areas are distributed across three senatorial districts of Ondo Central, Ondo North and Ondo South.

The ethnic composition of Ondo state consists largely Yoruba subgroups of the Idanre, Akoko, Akure, Ikale, Ilaje, Ondo and Owo people. The main ethnic nationalities are the Urhobos, Igbos, Ijaws, Isokos and Itsekiris, reflecting the rich cultural diversity of the people. Ijaw people, such as the Apoi and Arogbo populations inhabit the south-eastern swaps close to the Edo state boarder.

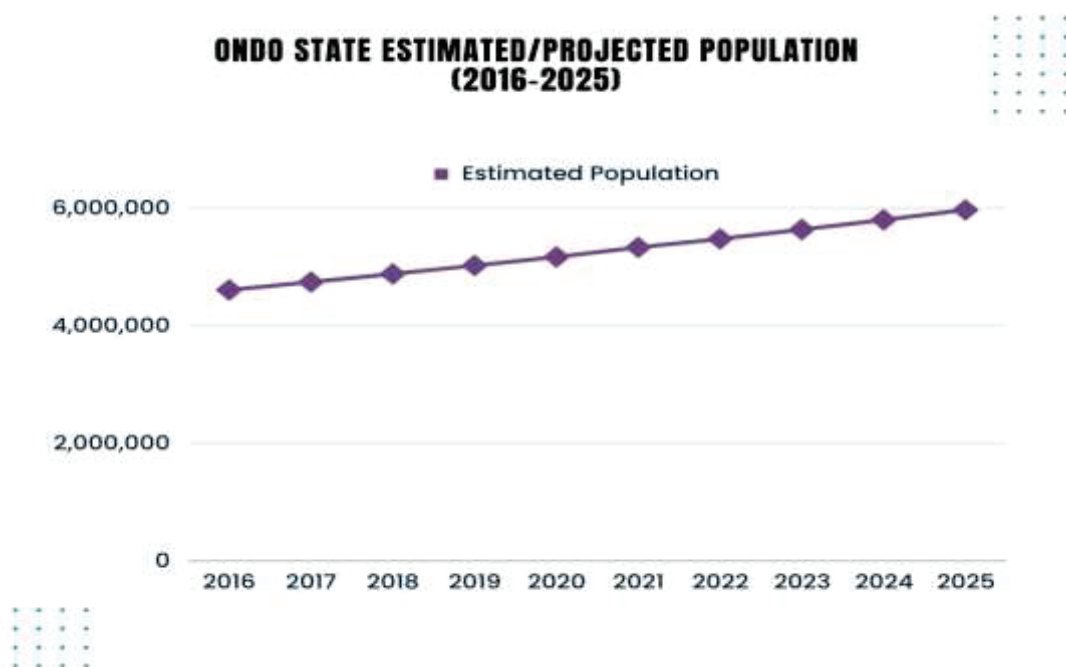
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<sup>5</sup> GMOU

### 3.2.2 Population

**Population:** Ondo State has a growing Population currently estimated at 5.4 million persons (2022) and projected to reach 5.9 million by 2025. According to the 2006 census, Ondo State recorded a total population of 3,460,877 with a land area of 14,789 km<sup>2</sup> and population density of 228 persons /km. This population is expected to rise to 5.637 million in 2023 and 5.97million by 2025. Consistent with the demographic structure of Nigeria which has a median age of about 18.1 years, youth constitute the bulk of the state’s population. Youth under the revised Nigerian Youth policy are persons aged 15 – 29 years<sup>6</sup>.

Fig 6: Ondo State estimated/projected Population



Source: Ondo State Bureau of Statistics, NBS

According to State of States report of 2022 published by Budgit, Ondo State population is now projected to be 5.43<sup>7</sup> million people and an economy (i.e., GDP) of over N5.10 trillion.

<sup>6</sup> Nigerian Youth Policy

<sup>7</sup> Budgit State of States report ,2022

### 3.2.3 Ondo State Economic Context

The economy of Ondo State is estimated as the sixth largest in the country<sup>8</sup>. It is largely dependent on agriculture which is the 'mainstay of the state economy, in that it provides employment for majority of the people<sup>9</sup> even though agriculture here is still largely subsistent. Therefore, transformative growth in this sector holds great potentials for inclusion for youth in terms of employment.

Desk review and stakeholders' interviews also note that all three senatorial districts of the state are indeed endowed with agricultural crops such as Cocoa, Cashew, oil palm, groundnut, timbre amongst many others. Being a state with probably the longest coastline in the country, Ondo state also boasts of fisheries resources as well as aquaculture potential.

Ondo is a major Nigerian cocoa growing area; producing an estimated 75,000 tons annually for both the domestic and international markets. The State government is presently exploring a new model to kick start Chocolate production, which is a progression into value addition in the cocoa chain. This has potential to open up downstream business opportunities and employment for youth, if the effort is fully implemented.

Ondo State economy is also closely linked with the national economy, especially through the regular Federal revenue allocations to states. However, the internally generated revenue (IGR) has maintained a steady upward trend and growth over the last six (6) years to 2021. There has been consistent growth in IGR from N8.68 bn in 2016 to N30.14 bn in 2019, a dip to N24.85bn the during the 2020 Covid-19 pandemic year and a swift recovery to a high of N37.37bn in 2021<sup>10</sup>.

Ondo State is reported to have about the largest deposit of Bitumen in Nigeria. The reserves are estimated at over 42.47 billion tonnes<sup>11</sup>. - an important industrial feedstock for the asphalt shingles industry. Exploiting these reserves commercially in Ondo State presents a huge opportunity for diversifying the economy, create new areas for skills development and youth employment.

Similarly, Ondo state is keen on exploiting its large 180 km coastline and creating economic opportunities for the benefit of its people. The government is making strategic investments towards establishment of a **deep-sea port**.

Stakeholders interviewed showed strong sentiments that the Ondo State deep sea port with an estimated 18-24m natural draft

- 
- Potential Drivers of Youth Labour Absorption in Ondo State
- Agriculture (Cocoa, palm called the 'red gold', livestock etc)
  - Deep Sea port Project
  - Large Bitumen reserves
  - Fisheries in the riverine economy

<sup>8</sup> The Hon. Commissioner; Ministry of Budget and Economic Planning, Ondo State

<sup>9</sup> Ondo state Medium Term Expenditure Framework 2023-2025

<sup>10</sup> Budget : State of States report 2022

<sup>11</sup> Budget: State of States report 2018



(without dredging) can change the structure of the state's economy and become a major driver for youth labour and skills absorption in the marine sector of the state. It has been suggested that this project when completed, could be a heavy employer in 5-7 years.

Actual take off of this project is awaiting the final Nod of the Federal government though it is indicated by state government officials, that investors are already signifying interest in participating in the project. This should be a high priority project for the State government if it intends to make a significant dent on the unemployment

### 3.2.4 Slow Economic Growth, Poverty, Increasing Unemployment Remain Challenges:

As is the case with other sub-nationals in Nigeria, Ondo State is seriously challenged, by the related issues of general slowdown in economic growth, widespread poverty, and high unemployment for the critical youth demographic.

The size of the economy and sector analysis:

The size of an economy and its growth trajectory are usually useful indicators of the potential to create jobs and sustainable livelihoods. But as mentioned earlier in this report, economic growth can sometimes be non-inclusive.

The Gross Domestic Product (GDP) is a widely used indicator to measure the size and economic performance of a state or a country. GDP is the sum total of all goods and services produced within the state's boundaries in a given period, usually a year. Some economic theories have pointed to an inverse relationship between GDP growth and unemployment<sup>12</sup> such that when the GDP of a state grows, it creates more job opportunities, thereby reducing the unemployment rate. It is for this reason that analysts are very keen to follow the trends in GDP growth.

While the national GDP data are routinely released on a quarterly basis by the National Bureau of Statistics (NBS), current state level data are not that easily available. The GDP for Ondo State as at 2022 was estimated as N5.1 trillion (Budget State of States report). This will rank the State economy as about the sixth largest in the country as suggested by the State's Ministry of Budget and Economic planning during our engagements for this work.

A detailed breakdown of the current sectoral composition of the State's GDP is not readily available. A reasonable pointer, though dated, is the GDP break down between 2013 -2017as released by NBS and obtained from the Ondo State's Bureau of Statistics. Anecdotal evidence from interviews suggests that the basic pattern/trend is not much different from the situation today.

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<sup>12</sup> Okun's theory suggests that a 4% growth in GDP could reduce the unemployment rate down 1%

Table 3:

**ONDO STATE GDP 2013 - 2017**

YEAR	AGRICULTURE	INDUSTRY	SERVICES	TOTAL
2013	709,795,967,675.42	550,331,099,417.29	656,930,013,364.76	<b>1,917,057,080,457.47</b>
2014	839,492,833,272.54	672,244,602,554.91	798,243,225,596.32	<b>2,309,980,661,423.77</b>
2015	907,461,408,206.11	534,997,497,228.84	942,362,114,667.76	<b>2,384,821,020,102.71</b>
2016	1,169,093,440,347.76	513,285,126,060.27	1,061,716,262,921.06	<b>2,744,094,829,329.09</b>
2017	1,251,162,187,606.59	670,889,316,032.74	1,011,381,614,651.13	<b>2,933,433,118,290.46</b>

Source: Ondo State Bureau of Statistics; NBS

The numbers indicate that during this period, all three sectors – Agriculture, industry and Services witnessed modest growth on the average. However, the agricultural sector was the largest and most consistent contributor to the State’s GDP, closely followed by Services sector.

The overall GDP increased steadily during the period rising from N1.92 trillion in 2013 to N2.38 trillion in 2015, N2.93 trillion in 2017 and an estimated N5.1 trillion in 2022 (74% increase over the 2017 value).

Agriculture and Services therefore appear to as the prime economic growth poles to consider as potential employment creators. However, it is important to keep an eye on Industry which will receive as a significant boost as the State’s strategic investments in the deep-sea port initiative, bitumen and exploitation of its other natural resources including tourism which featured often during interviews and FGDs for this study.

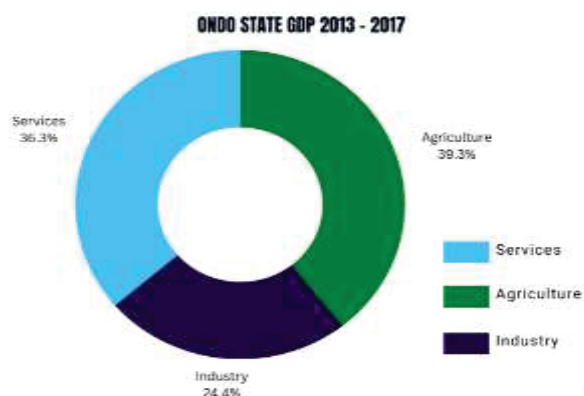


Fig 7: Sectoral Contribution to GDP 2013-2017

### 3.2.5 Poverty index

Poverty and vulnerability can be consequences of unemployment. Therefore, both poverty and unemployment reduction are always key socio-economic goals of national and sub-national governments. A 2022 report of the national bureau of Statistics estimates that 133 million or approximately 63% of the Nigerian population are multidimensionally poor.

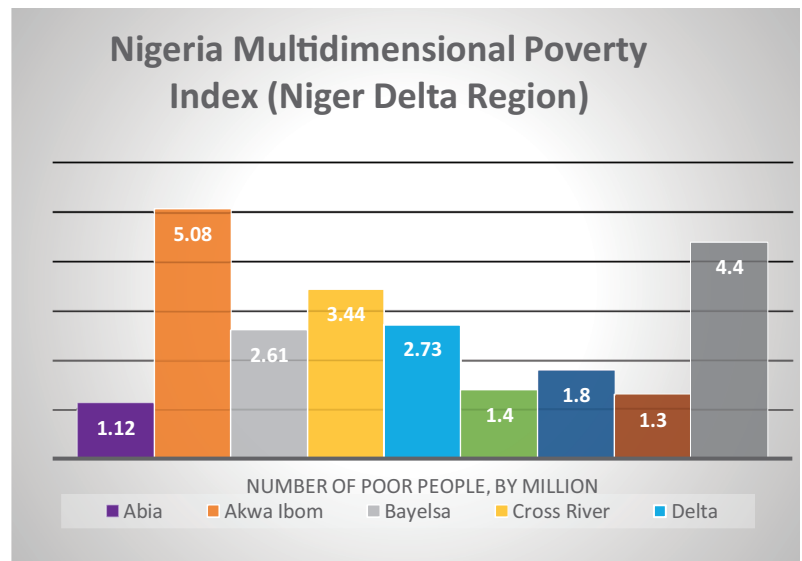
With unemployment consistently trending high in Nigeria (33%, Q4 2020), this might not be all together unexpected though the numbers are actually very concerning.

Multidimensional poverty index (MPI) speaks to the ‘proportion of the population who are multidimensionally poor’. Unemployment, Underemployment and Food insecurity are 3 of 15 indicators in MPI computation.

Ondo State was rated as the state with the lowest multidimensionally poverty Index (MPI) or poverty rate in Nigeria and an estimated 1.3 million people or 27% of the population multidimensionally poor people. This is less than half the national of 63%. Abia State is the only other a lower number of poor people.

While this is a comparatively good report for Ondo State, it underscores the importance of continuing with all efforts to keep the indicators, including youth unemployment and underemployment under check.

Fig 8: Ondo State MPI ranking with other Niger Delta States



### 3.2.6 Unemployment in Ondo State

According to the National Bureau of Statistics (NBS), the computed national unemployment rate rose from 27.1% in Q2, 2020 to 33.3% in Q4, 2020, while the underemployment rate decreased from 28.6% to 22.8%. A total of 33.3% of the labour force in Nigeria or 23,187,389 persons either did nothing or worked for less than 20 hours a week, making them unemployed by the definition of NBS in Nigeria.

The Nigerian youths remain the hardest hit by unemployment with over 12.72 million people aged between 15 and 34 years unemployed.<sup>13</sup> Nationally it will appear that educational status is not necessarily a cushion for the problem of unemployment as unemployment is relatively across all strata. Out of the 30.6 million Nigerians that were fully employed, 8.41 million of them never attended school, 15.62 million did not have tertiary education, 2.82 million of them have BA/Bsc/HND, 189,592 have a masters’ degree while 46,054 have a doctorate degree.<sup>14</sup> Graduates and post-graduates combined made up about 2.55 million of the total 23.19 million Nigerians that are unemployed in Q4 2020. Women account for 45.76% (10.61 million) from the 23.19 million currently unemployed while men account for 54.24% with over 12.58 million men out of job.

However, Ondo State is listed is indicated as one of the 5 states with the lowest levels of unemployment rates nationally estimated at 17.09% as at Q2 2020 which is the latest available figures released by NBS.

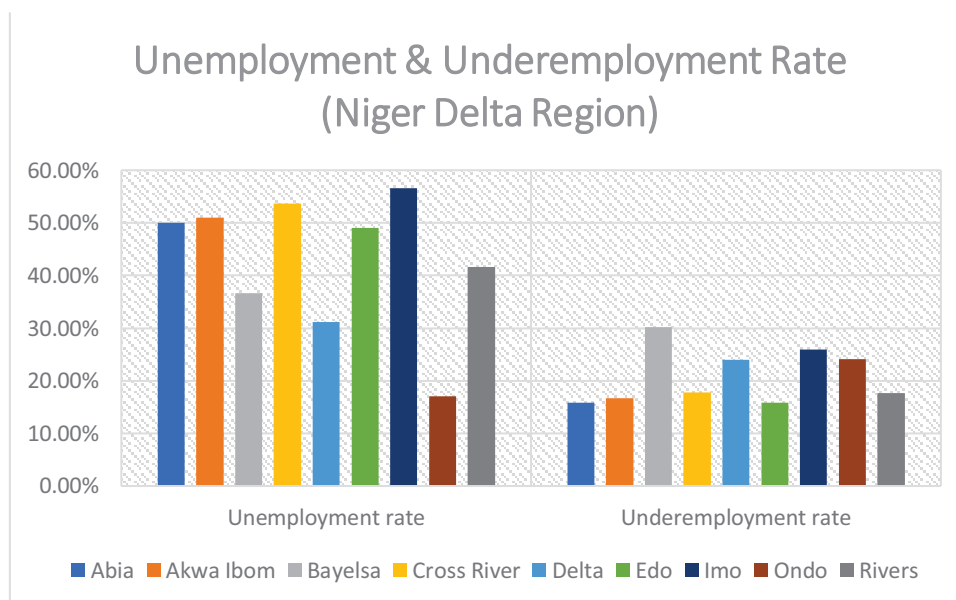
<sup>13</sup> Kairos Capital Research, NBS

<sup>14</sup> Kairos Capital Research based on NBS data

The rate of underemployment is 24.16%. While the unemployment rate in Ondo State (17.09) is lower than the national rate of 33%, the underemployment rate on the hand is slightly higher that the national rate of 22.8%. The national Bureau of Statistics report estimates that Ondo State had a working population of about 3,391,766 and an estimated labour force<sup>15</sup> of 2,495,918 as at q4 2020.<sup>16</sup>

Comparatively, Ondo State has about the lowest unemployment rate when put alongside the other states in the Niger Delta. However, in terms of underemployment, it has the third highest after Bayelsa and Imo States. The Commissioner of Budget and Economic planning estimates that there are about a million persons that remain underemployed in the state.

Fig 9: Unemployment and Underemployment in the Niger Delta



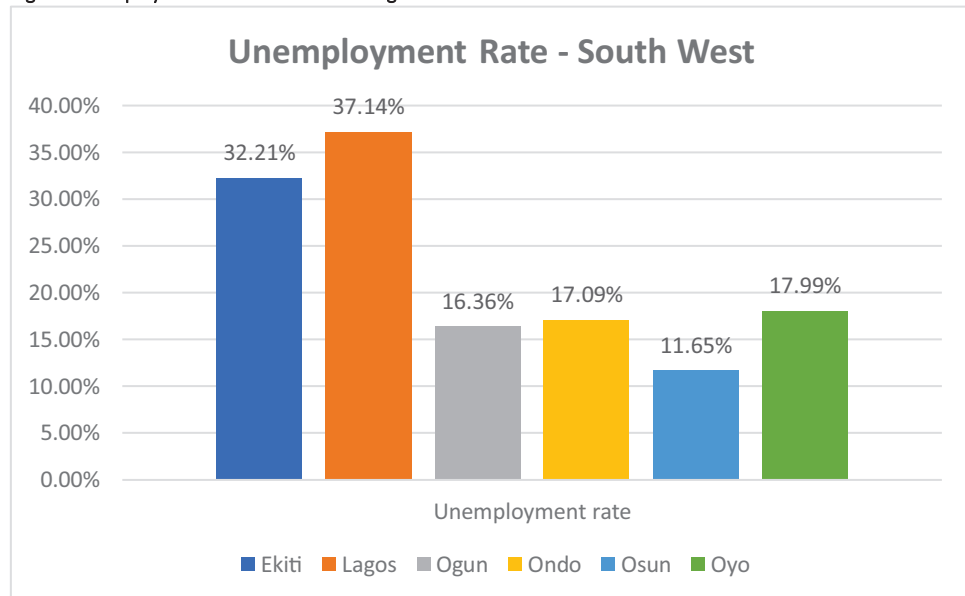
Source: NBS Q4 2020 Labour Force Statistics data

Compared with the 5 other states in the south west geo-political region, Ondo State has the third lowest unemployment rate as at q4 2020 only after Osun State (11.65%) and Ogun State with 16.35%. Lagos State was ranked as the state with the highest unemployment rate in the region (37.14%) though it had the lowest level of underemployment nationally (4.42%) according to the NBS.

<sup>15</sup> Labour force

<sup>16</sup> NBS is currently revising the procedures for computing unemployment and underemployment rates to bet NBS is currently revising the procedures for computing unemployment and underemployment to make it more in line with global practice and is expected to release new numbers in 2023. Might be significantly different. er align with best global practice. It is expected to release new numbers in 2023 which might be significantly different with the new approach.

Fig 10: Unemployment in the South West Nigeria



Source: NBS Q4 2020 Labour Force Statistics data

Tackling the unemployment and underemployment challenge head-on could also have significant revenue implications for Ondo State. It is estimated that 1.02m people representing 41.25% of the state’s labour force of 2.5m people could not make adequate contribution to the state’s revenue generation pool because they were either unemployed or underemployed as at Q4 2020<sup>17</sup>. Specifically, these excluded persons could not make any income tax payment at all as they were unemployed. To reverse this trend and improve its revenue fortunes as well as unemployment, Budget<sup>18</sup> Nigeria estimates that Ondo would need to create 106,364 jobs every year for the next four years.

### 3.3 Understanding the youth unemployment Status through the respondent survey

#### 3.3.1 Socio-Demographic profile of the youth respondents

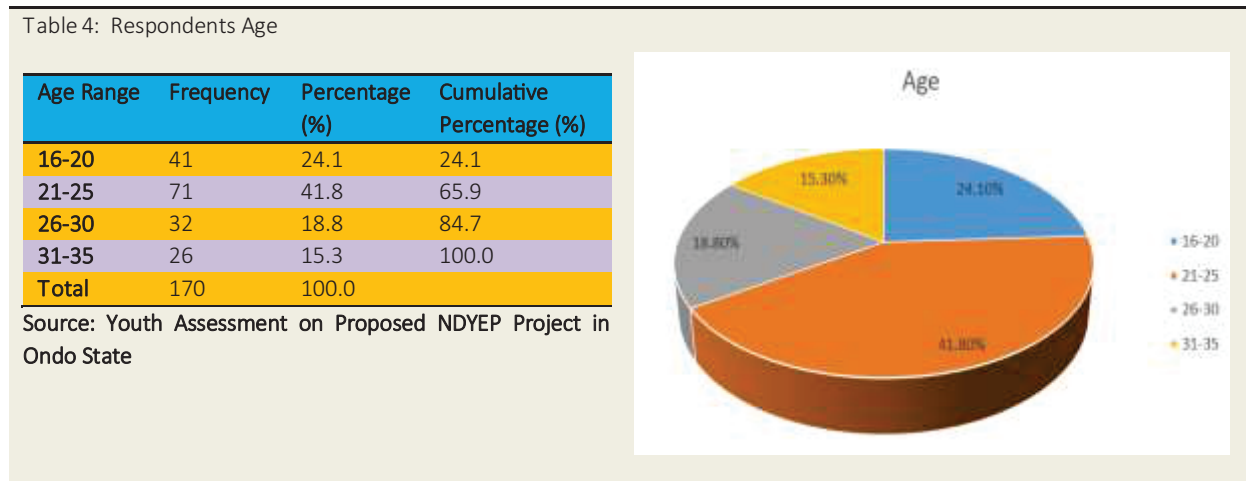
##### Age of Respondents

In the study conducted amongst youth, 41 respondents (24.1%) are within the age of 16-20 years, 71 respondents (41.8%) are within the age range 21-25 years, 32 respondents (18.8%) are within

<sup>17</sup> Budget (2021) State of States report

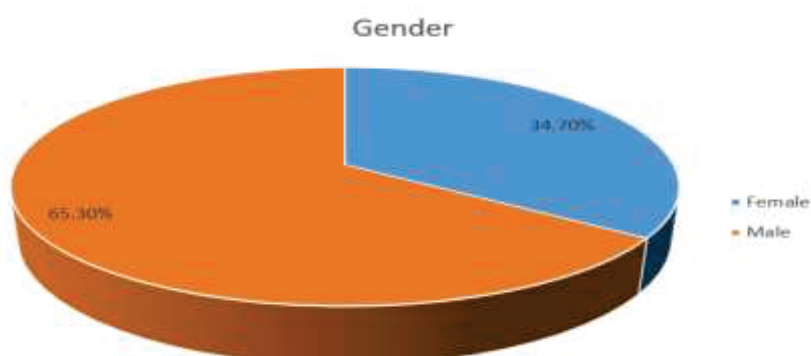
<sup>18</sup> Note about Budget:

the age range 26-30 years while 26 respondents (15.3%) are within the age range 31-35 years. Most of the respondents fit into the categorization of youth as per the Nigerian youth policy<sup>19</sup>.



#### Gender of Respondents

Approximately 35% of the young people profiled were Female and 65% Male.

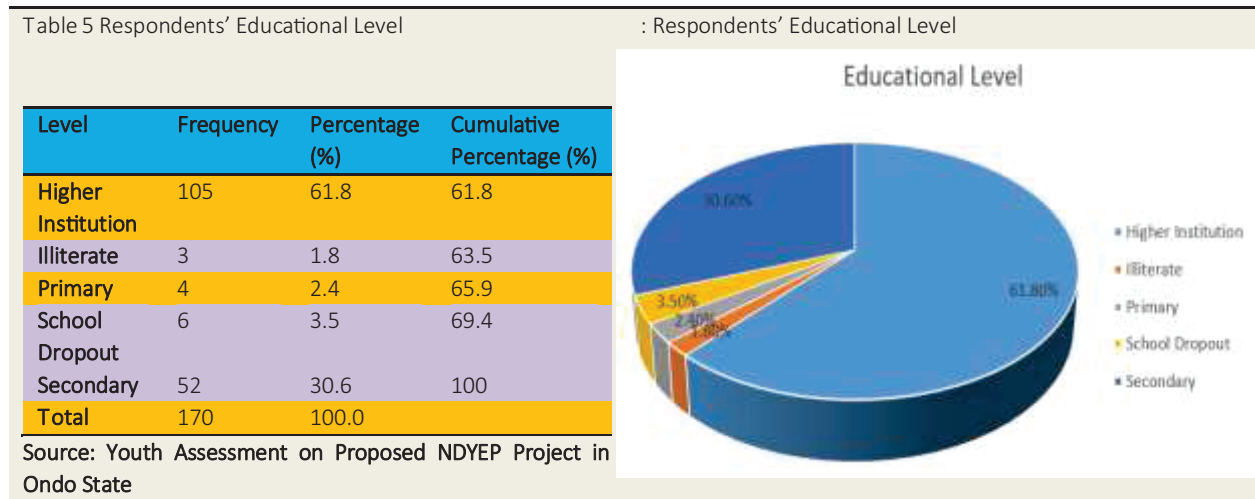


#### Marital Status, Educational Level of youth respondents

The young people surveyed included 13.5% or 23 persons that were married, 85.3% or 145 persons that are single while 2 respondents (1.2%) did not disclose their marital status due to personal reasons.

<sup>19</sup> The Nigerian Youth Policy defines youth as persons aged between 15 and 29. Though more broadly, there is a perspective and understanding that persons aged up to 35 are still youth in Nigeria

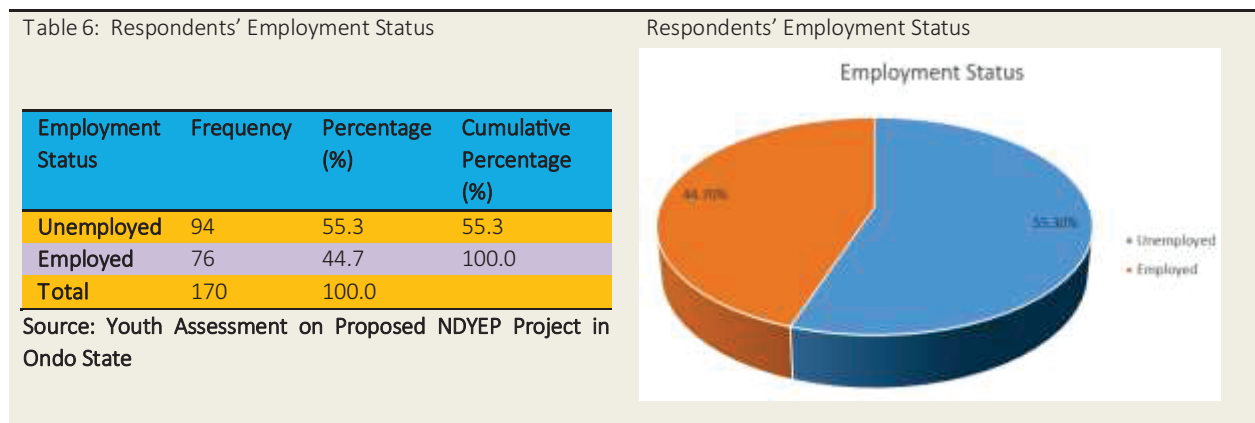
Over 61.8% of the youths profiled had tertiary level education, 2.4% are primary education while 30.6% had secondary school education, 6 respondents or 3.5% dropped out of school and 1.8% are illiterate.



### 3.3.3 Gauging the Employment /Unemployment Status of Profiled Youth respondent

#### Respondents' Employment Status

A key finding points to high unemployment even amongst the youth respondents. The findings show that even amongst the sample of youths studied for this assignment, 55% were unemployed and 45% employed or underemployed. This appears to corroborate the general trend nationally and highlights the urgency of sustained action to address the barriers that limit job creation within the Ondo economy more specifically, but also nationally.

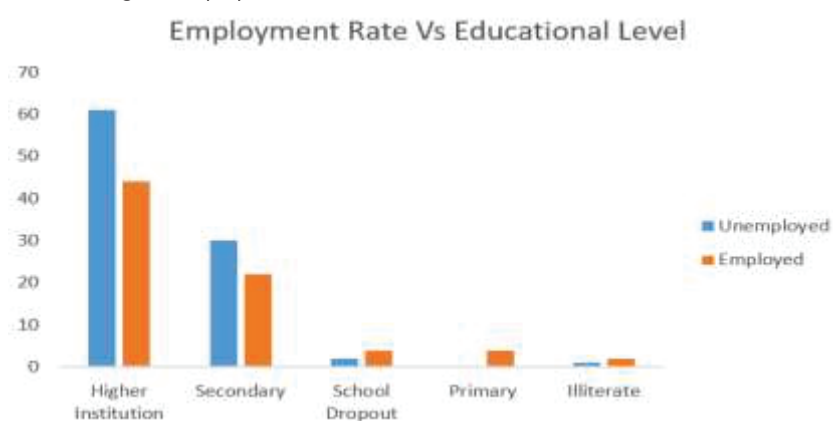


### Employment Status Vs Educational Level

The responses from question “What is your educational level” and “Are you currently employed?” were correlated to ascertain employment distribution within the various educational levels (Higher institution graduate, secondary school graduate, primary school graduate, school dropout and illiterate).

The correlation shows that 61 higher institution graduates are unemployed while 44 higher institution graduates are employed, 30 secondary school graduates are unemployed while 22 secondary school graduates are employed, the 4 primary school graduates are employed, 2 school dropout are unemployed while the remaining 4 are employed, and 1 of the 3 respondents who reported being illiterate is unemployed.

Fig 11: Employment status vs educational level



### 3.4 Summary of Critical Issues and Constraints related to Employment and Workforce Development

- Ondo State, like other states in the country, is faced with the challenge of relatively high unemployment, especially youth unemployment.
- The recent economic downturn and recessions and regulatory constraints in some cases has severely constrained government revenues and also opportunities to expand large scale job creation opportunities related to the deep-Sea port, Bitumen extraction and commercialization.
- There are still few large anchor companies though the government is pursuing a deliberate policy to transform the state from pure agrarian to a more industrial. To this end, it has created an industrial cluster in Ore; plan to establish farm settlements and agricultural clusters especially for the Cocoa industry and value chain, taking advantage of the Bolunduro/Owena dam for irrigation purposes. The State had previously also explored investments in an Olokola LNG project which could also have been a significant job creator.



The implication is that there are fewer and fewer opportunities for direct employment for youth in Ondo state, something that resonated a lot in this assessment.

The finding points to high unemployment even amongst the youth respondents. The findings show that even amongst the sample of youths studied for this assignment, 55% were unemployed and 45% employed or underemployed. The unemployment problem appears to cut across all educational levels. On the surface, it could be argued even, that it appears more critical for those with secondary and post-secondary qualifications where at least 57% of our respondents with these qualifications reported being unemployed versus 33% in the primary school or others.

### 3.5 DEMAND SIDE ISSUES

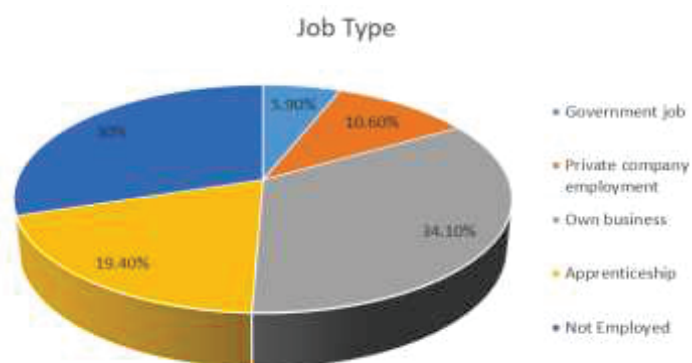
#### 3.5.1 Identified Path to employment for youth – Entrepreneurship /Self-employment holds the greatest prospect for youth labor absorption

The results from all the roundtables with public and private sector stakeholders, FGDs, key

person interviews and sample of youth assessed, suggests the centrality of the view that Entrepreneurship/self-employment pathway offered the best prospects for youth employment in Ondo State.

This is further supported by a review of the current type of jobs that the young people surveyed during this assessment were engaged in. Those in direct/ waged employment with government (5.9%) and in private companies (10.6%). More than half of the young people operated their own small businesses (34.1%) or were self-engaged in apprenticeship (19.4%).

Fig 12: Job Types

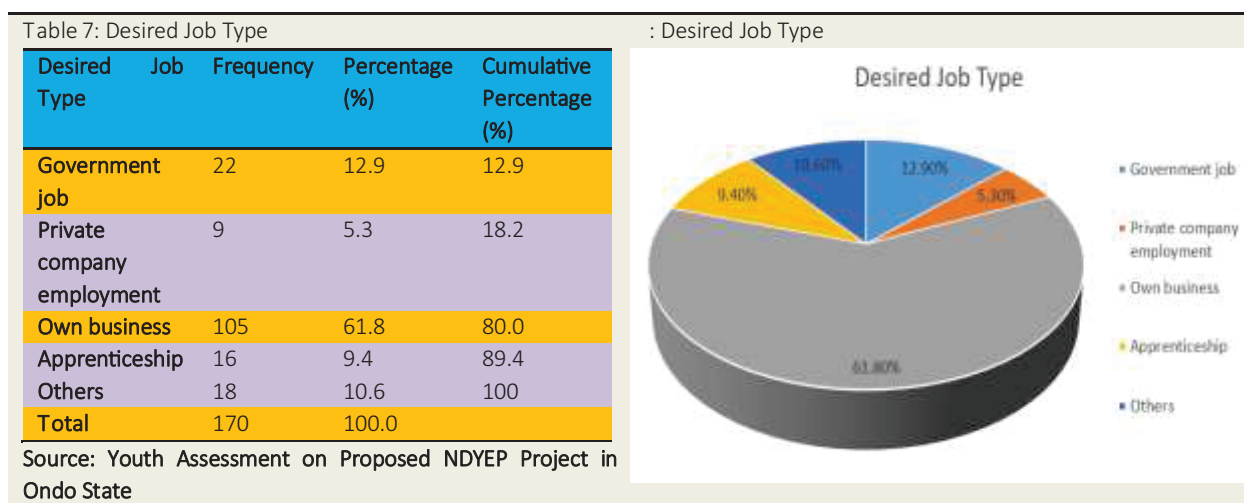


#### 3.5.2 Youths show strong desire to own their business vs direct employment

Since youth are the target of the proposed Youth employment program and also arguably the most affected demographic of the unemployment problem in the country, it is imperative to gauge their aspirations and interests. Youths in the state, based on the feedback received during interviews and FGDs, tend to look out for 'white collar' paid employment, however in the face of dwindling

opportunities, more and more youths getting interested in gaining employment and are looking to self-employment and other ‘blue collar’ opportunities

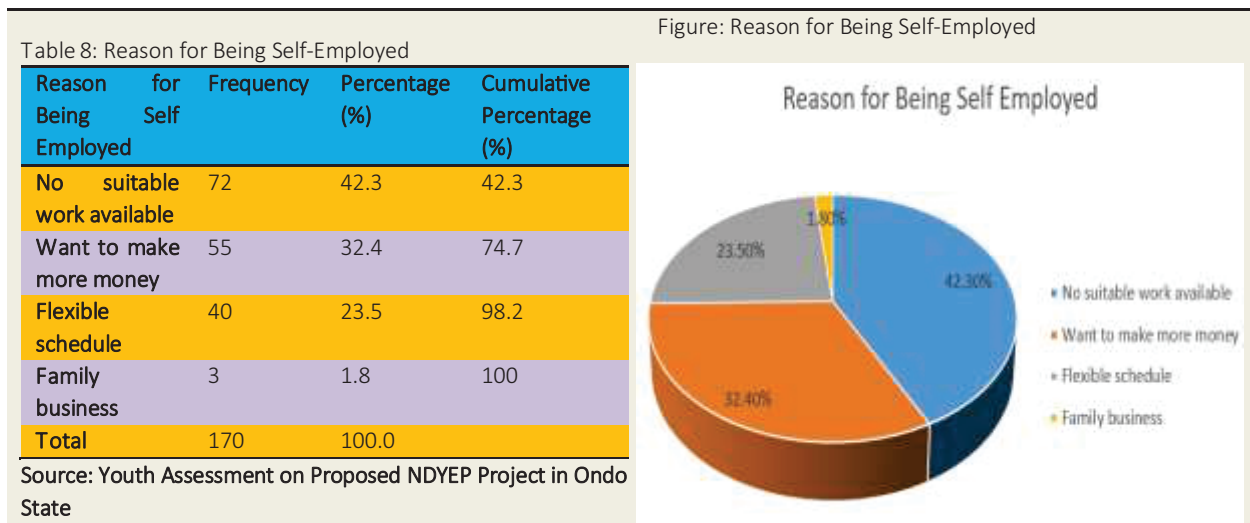
We asked to know from the youth respondents what their ‘desired job type’ would be if they were unemployed. The outcome was interesting 12.9% of the respondents desired a government job, 9 respondents (5.3%) desired a job in private company. 105 respondents (61.8%) desired to own business while 16 respondents (9.4%) considered apprenticeship as a pathway to self-employment. Another while 18 respondents (10.6%) desire other types of job such as joint business ventures, contract-based businesses, consultancy etc.



Clearly, some unemployed young people are coming to terms with the reality of the limited labour absorptive capacity of the economy and industry and will consider alternatives options.

The key reasons they would pursue work opportunities through entrepreneurship/self-employment include:

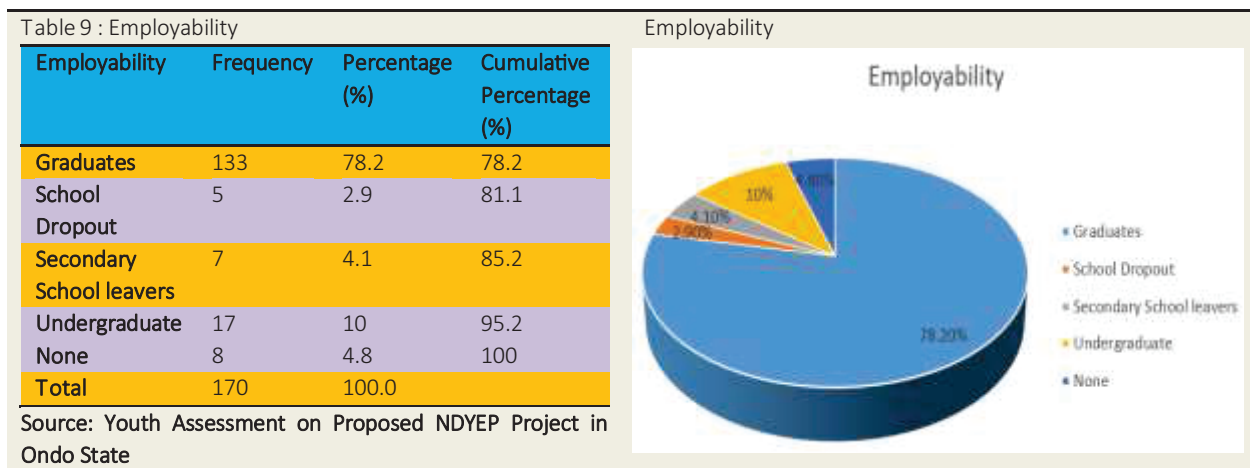
- No suitable work available
- Prospects of additional income/ wanting make more money
- Flexible schedule
- Family business



### 3.5.3 Prospects for Employment – Skills and Education matter

Employability – Education level perceived as enhancing prospects for work

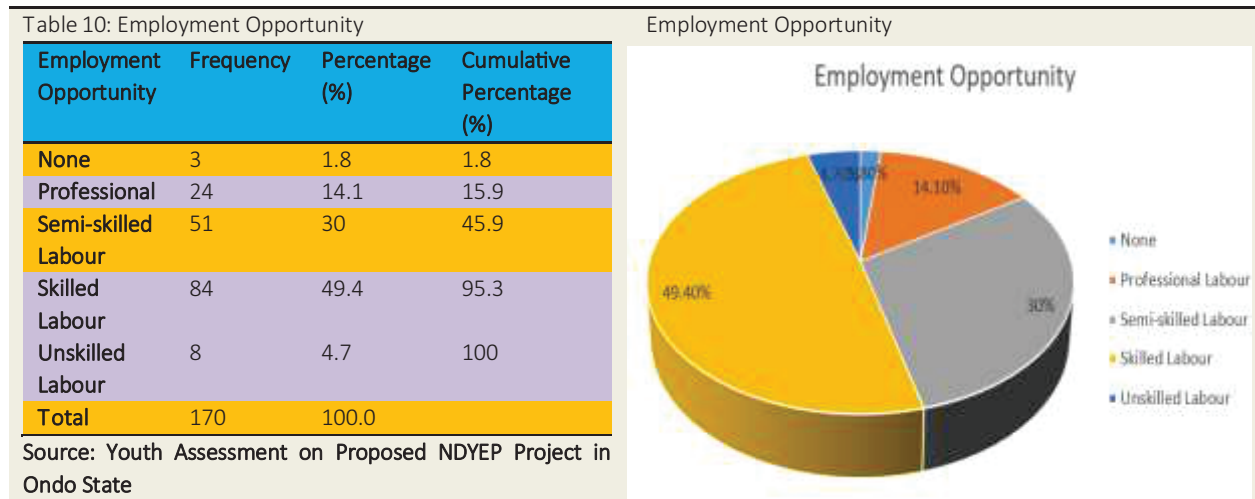
The study sought to know the perception of respondents on the segments of youth that enjoy more job opportunities. The largest segment (78.2%) perceived graduates as enjoying more job opportunities, 5 respondents (2.9%) perceived school dropout enjoy more job opportunities, 7 respondents (4.1%) perceived secondary school leavers enjoy more job opportunities, 17 respondents (10%) perceived undergraduate enjoy more job opportunities while 8 respondents (4.8%) perceived that none of mentioned segments determine job opportunities.



Categories of skilled and unskilled Labour and their prospects for Employment

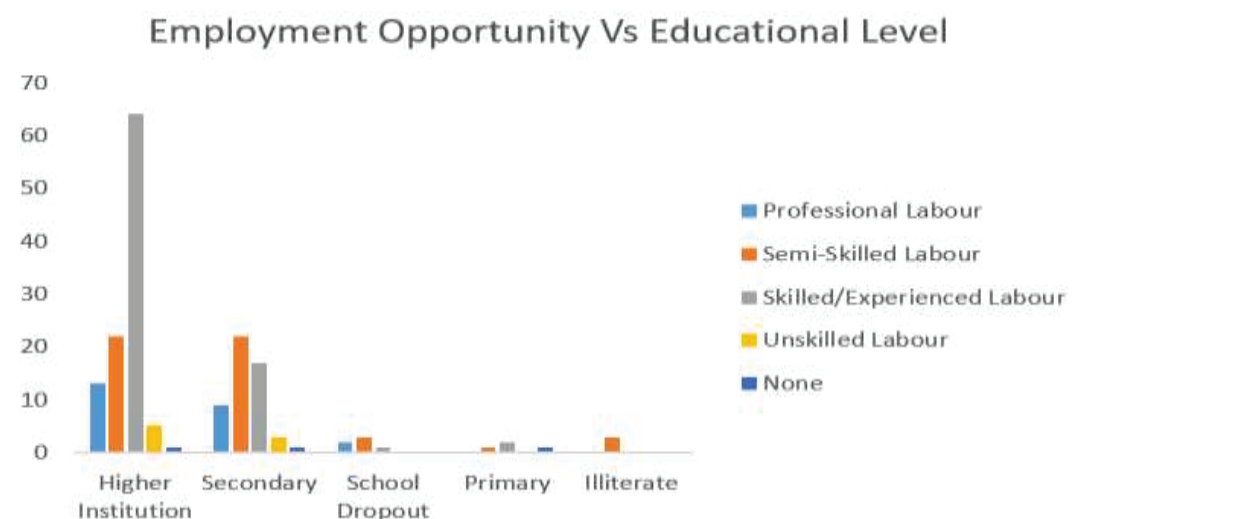
Young people (skilled, Semi-Skilled and professionals) are perceived to have the best opportunity to be gainfully engaged in Ondo State. Skilled Labour ranked first (49.5%), semi-skilled Labour

ranked second (30%), while Professionals ranked third (14.1%). Unskilled Labour ranked fourth with 8 responses (4.7%) while 3 respondents (1.8%) thought none of the categories had the best opportunity employment.



Employment Opportunity Vs Educational Level – Graduates from higher institutions are taking up The perception of respondents within the various educational levels (Higher institution graduate, secondary school graduate, primary school graduate, school dropout and illiterate) on the category with best employment opportunity. Out of the 170 responses, a total of 84 believed that skilled/experienced Labour have the best employment opportunity.

Fig: 13: Employment vs Educational Level

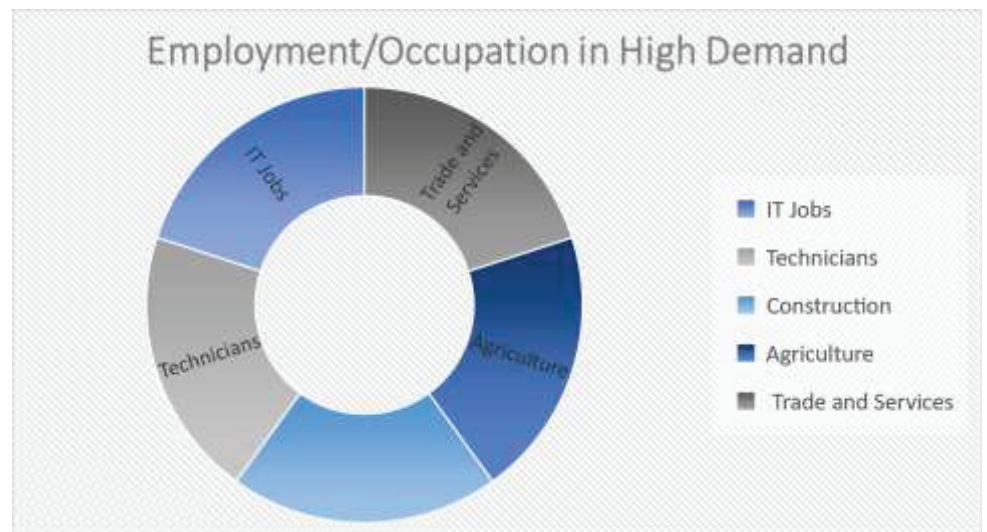


### 3.5.4 Types of Occupation in demand

An analysis of stakeholder responses from the key person interviews, the roundtables with public and private sector stakeholders gave indications as to what types of occupations are in high demand for youths. This list isolates the driving commercial motorcycles 'keke' or tricycles which many youths turn to for 'survival'. The most occurring types of Job types in demand includes, Jobs in:

Fig: 14: Employment Demand

- ICT,
- Agriculture,
- Building Construction.
- Technicians and
- Trade and Services.



While the youth pointed to jobs in ICT (47%), Agriculture (44%) and Manufacturing Jobs (7%), in that order, as the top economy segments generating current jobs of demand job types. Skills. They also point to additional occupations that creating jobs for youths currently;

- **Entertainment:**
- **Building Construction/Real estate**
- **Finance and insurance services**

Providing entertainment and recreational services seems to be gaining traction even if initially seen as stop gap. On the financial services side, things like POS services, Agent banking, others linked to telecoms services.

Table 11: ANALYSIS OF MOST OCCURING SECTORS AND INTERESTS FOR INTERVENTION

PARAMETERS	CATEGORIES OF STAKEHOLDERS REACHED DURING THE ASSESSMENT			MOST OCCURING POINTS
	YOUTH	PRIVATE SECTOR	PUBLIC SECTOR	
1. EMPLOYMENT/OCCUPATION IN HIGH DEMAND	<ul style="list-style-type: none"> <li>Software engineering</li> <li>Teaching</li> <li>Sales</li> <li>Security</li> <li>Digital marketing</li> <li>Driving/logistics</li> <li>Marketers</li> <li>Cybersecurity</li> <li>Web development</li> <li>Catering</li> <li>POS (point of sale) financial service</li> </ul>	<ul style="list-style-type: none"> <li>Vegetable production</li> <li>Poultry (egg and meat)</li> <li>Boat making/maintenance</li> <li>Wall screeding/ painting</li> <li>Solar panel installation for power</li> <li>Repairs of phones and other computer hardware.</li> <li>Photography</li> <li>Hairstyling and</li> <li>Fashion design</li> <li>Web and Graphic design.</li> <li>Fish catching and processing / freezing for sales.</li> <li>Aquaculture /Cage Culture</li> </ul>	<ul style="list-style-type: none"> <li>ICT and software developers</li> <li>Drone users</li> <li>Wood crafters</li> <li>Design creators</li> <li>Agro waste aggregators/collectors</li> <li>Technicians</li> <li>Fashion designers</li> <li>Finished Leather products</li> <li>POP sculpture and installations</li> <li>Agro products aggregators and marketers</li> <li>ICT professionals</li> <li>Technicians (electrical and mechanical)</li> </ul>	<ul style="list-style-type: none"> <li><b>IT jobs:</b> software developers, drone operators, web/graphic designers, Digital marketing, CCTV installers, and computer hardware and phone repairers.</li> <li><b>Technicians:</b> electrical, mechanical, solar panel installers, welders/fabricators, photographers.</li> <li><b>Construction:</b> boat makers, POP sculptors, roof installers, Aluminum works (Alumaco), carpenters/furniture makers, scaffolding, tilers, wall screeding, painters/ 7 3Dpainting, design creators, and wood crafters.</li> <li><b>Agriculture:</b> fisher folks, fish processors, vegetable producers, poultry farmers, produce aggregators and marketers.</li> <li><b>Trade and Services:</b> hairstyling, catering, photography, POS financial services, fashions designers, transporters, event managers etc.</li> </ul>

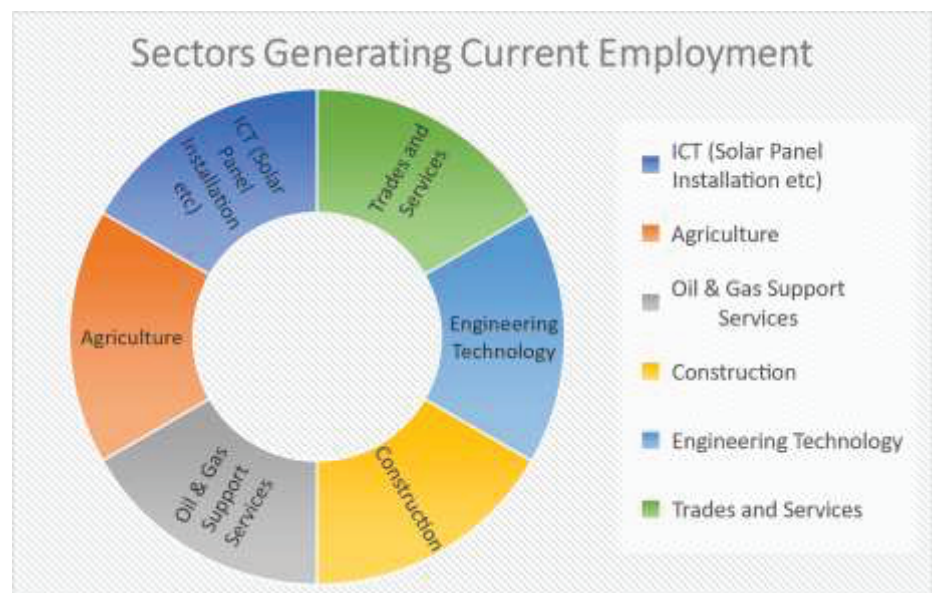
### 3.5.5 Sectors Generating current opportunities for Work for Youth in Ondo State

The Stakeholders identify Agriculture, Engineering technology, Trade and services, Construction, ICT and Solar technologies as sectors generating employment for young people as well as generating future employment.

While most of these also apply to the CNL host community areas, the respondents from the Ilaje area indicate the importance of employment opportunities created through Oil and gas sector activities in the area. The breakdown of priority areas is present in the following table;

Fig 15: Sectors Generating Employment

- Agriculture,
- ICT
- Engineering technology,
- Trade and services,
- Construction,
- Solar technologies
- Oil & Gas support Services (GMOU areas)



The bottom-line as constantly highlighted by participants throughout this study is for the proposed Ondo YEP and other programs to focus on enabling young people with 'basic skills to survive especially without government employment and dwindling opportunities elsewhere.

Table 12: Proposed Intervention Areas: Breakdown of Job Types/Skill areas as Per PRIORITY SECTORS Identified

PRIORITY VALUE CHAIN COMPONENTS IDENTIFIED														
	AGRICULTURE (General)		ICT (General)		RESOURCE MANAGEMENT		OIL AND GAS (COASTAL Region)		CONSTRUCTION (General)		TRADE AND SERVICE (General)		ENGINEERING (General)	
JOB TYPES	*Vegetables and other quick cycle Agric/Agric business activities (Apiculture, Snailry etc )	***	Drone entrepreneur	***	Solar power / panel installation	***	Welding	***	Carpentry	***	Transportation / storage	**	Mechanical technology	***
	Poultry (Eggs and meat)  Also linked to govt proposed egg pasteurization plant as end-market/anchor	***	Mobile phone/hardware repairs	***	Recycling (bamboo, sawdust, agro waste)	**	Fabrication	***	POP sculpturing	***	Hairstyling Fashion  Finished Leather (bags shows etc.)	***	Electrical technology	***
	Artisanal Fisheries  *Cage Culture technology?	**	Digital marketing	**	Waste processing technology	***	Scaffolding	***	Boat building/maintenance  (Coastal/Host communities)	***	Photography	***	Machines fabrication	***



Animal Feed production	*	Programming (coding etc)	***	Bamboo waste Collection (bamboo)	*			Tiling	***	Graphic designing	***		
Fish Processing	*	Data analysis	**					Alumaco Roofing	**				
Cassava VC (processing)	*	Gaming	***										

Legend: \*\*\*: High priority  
 \*\*: Medium priority  
 \*: Low priority

### 3.5.6 SOFT SKILLS IN DEMAND

An of the State Government described the key challenge as one of many 'Idle young adults seen in every corner street. Idle hands that can be a big problem' if not catered for and engaged positively. However, there are also many **Attitudinal or mindset** issues ascribed to some of these youth that tend to inhibit there getting into the workforce or affects their performance when in employment of even as artisans.

Some of the attitudinal issues identified by respondents include:

- Desire for quick gains
- Poor attitude to work
- Little or no experience
- Insufficient capacity and skills
- Youths are desperate to get rich, yet some are mostly lazy
- Capacity; they don't easily adapt to new learn new skills.

In address these attitude and mindset issues, some of the followings have been suggested by respondents in program implementation

- It is important to merge both soft and technical skills to enable youth participants forge ahead
- Promotion of Entrepreneurship education and understanding Apprenticeship suggested. It is also noted that since ONDEA interact with youths in this aspect, the agency could be a very relevant partner to explore.
- Suggestion for Entrepreneurship education and understanding Apprenticeship.
- Create awareness to the youths regarding seminars, and empowerment summits to adequately equip the, for the long term and organize incentives
- Feedback on soft-skills: ONDEA interact more with youths on this aspect.
- Include a Value re-orientation (soft-skill) training as strongly advocated by the Ministry of Youth

The suggested content for soft skills and value re-orientation should include the following:

**Fig 15: Soft Skills**



The existing curriculum and training delivery mechanism are currently focused on delivering technical and not Soft Skills, though technical training ecosystem actor recognize the benefit of such training in producing well rounded hands. This is a gap, that presents an opportunity for the proposed Ondo State YEP program.

- An Ondo YEP program which integrates technical and soft skills training and the follow-on support and linkage program will certainly be relevant here.
- Explore working with the Board of Adult, Technical and Vocational training to develop a program of infusing soft skills training into their running training program (involving co-created curriculum development a training
- Peace Building as integrated in the existing soft skills curriculum will be very relevant

### 3.5.7 Job Creation Issues

#### Drivers

- Increasingly entrepreneurial mindsets
- Uptake of ICTs in various sectors
- Potential forthcoming large-scale infrastructure projects and other investments in the region
- Creation of agencies of government (Youth Empowerment, ONDEA, OSAEC) focused of youth empowerment, job creation and entrepreneurship

#### Barriers

- Inadequate access to capital for SMEs
- Lack of basic infrastructure in some areas
- Poor enabling environment for business growth including security situation

- Lack of sector growth data to inform investment decisions

### 3.5.8 Summary - Demand side

- Entrepreneurship and self-employment opportunities, is a growing pathway and opportunity for young people in the target states.
- Workforce development challenges - Skills mismatch though a global challenge, is also at play in Ondo state, inadequate linkages between private/education sectors, lack of appropriate trainings, training institutions with inadequate funding and therefore standards, in spite of the efforts of the government.
- Youth Attitude towards Work: the youth are said to often prefer white collar paid work which are not very easy to come by and show scant interest in vocational and technical training. However, Stakeholders accept that it is feasible to find a critical mass of Youth in Ondo state willing and able to undertake vocational training for employment. This creates opportunity for retraining and upskilling
- Limited direct public -private sectors interactions on youth employment issues. A strong private view
- It is reported that there are many trained artisans in Ondo state, though their level of skills and professionalism are still low. **There is still a high reliance on skilled artisans from Abuja , Lagos, as well as the Togolese for good quality work in auto mechanics, tiling, POP fitting, Welding , carpentry, Masonry (said to come from either Abuja,Osun or Ilorin), air-conditioning and refrigeration technicians said to be short supply etc**

## 3.6 CNL HOST COMMUNITIES IN ILAJE LGA OF ONDO STATE -PERSPECTIVES

### 3.6.1 Overview

Ondo State has a large coastline and a southern economy that is riverine, and this is home to the Ilaje people and Chevron host communities. Given PIND's strategic interest and work in the CNL host communities (formerly GMOU areas prior to commencement of the PIA Act), this report tries to highlight the specific ideas and suggestions made from focus group sessions and interviews with relevant stakeholders during the course of this assignment.

Ilaje Local government area with headquarters in Igbokoda is home to the Ilaje speaking people of Ondo State. The economy, as is to be expected, is riverine and revolves around fishing mainly, farming and resources from activities connected to oil industry. Inhabitants of the area are said to include Ijaws, Apoi, other Yorubas mainly and also people from other Nigerian tribes including Urhobos, Igbos etc. The main economic centers in the area include Igbokoda, Awoye, Ugbonla, Abereke, Abereke and Ipore are reported to have large weekly markets especially for fish, a prime produce of the area.

Under the defunct GMOU Plus, implemented through the Ilaje regional development committee (IRDC), there are about 8 mandate communities that are of prime relevance to PIND Foundation and CNL. The mandate communities include – Awoye, Molutein, Gbagira, Akinsolu, Mese, Odo-Fado, Jirinwo and Opoakaba and 37 impacted communities.

Economic activities in this general area have been constrained by a number of issues, both natural occurrences and others;

- Ravaging effects of Ocean surge in the area.  
Both Gbagira, a community where PIND has implemented a novel solar power program, and Mese are reported to have come under severe threat of ocean surge. With loss of land as well people being relocated due the impact.  
Similarly, in Ayetoro, the Ayetoro City College, one of the oldest technical colleges which could have been useful in technical training of young people in the area is under threat of being submerged.
- There are very few companies in the areas so youth learn have to learn fishing and other livelihood skills on their own. Almarine, a reputable boat building and transport company linked to the local economy, used to have a major center in Igbokoda has been moribund for some time now.
- Availability of electricity is a major challenge and has constrained business growth. As result though, generator repairs have become important skill area for some youth.
- Though a predominantly fishing area, cooling facilities or centers are not very available. these are needed as storage for strong fish catch especially for the women and youth that are involved in both the upstream and downstream of the fishing enterprise.

### 3.6.2 YOUTH EMPLOYMENT ISSUES

A synthesis of data obtained from respondents raise some of the following as factors that have affected youth employment in the area. Some relate to their specific environment and economy, others are attitudinal, and yet others relate to the support systems for the young people.

- Poor infrastructure;
- Low level of education: The community representatives point to this as a very important factor. Stressing the strong need for development action to be very deliberate with respect to education especially the need to 'catch them young'. It was stated that there probably are not more than 2 secondary schools in the mandate areas and few primary schools also.
- No mentorship
- Poor pricing skills.
- Absence of start-up support for newly trained youths
- Poor access to finance to start up own business.
- Poorly designed Youth empowerment programs
- Poor remuneration for services
- Youth attitude (what will we gain in terms of money? Expectations of immediate gratification from capacity development programs)

### 3.6.3 Sectors Generating Employment in the Host Communities

The results point four key areas generating employment for young people and women in the communities, these are:

- Agriculture
- Marine transportation and ancillary services
- Technical services for Oil and Gas
- Trade and service

However, the people are predominantly fishermen and the fisheries value chain provides the existing opportunities to earn income for young people and women.

Some of the other activities common in the area include:

**Table 13: Common areas of economic activities**

1	Sea fishing (and related processing /marketing by women)	<ul style="list-style-type: none"> <li>• Crayfish/Bonga/Prawn etc. are particularly profitable but often require special gear and skills</li> <li>• Local technique for fish cage farming exists in some places</li> <li>• Report that prawns fishing can be like ‘Gold’ to Ilaje people as one respondent put it.</li> <li>• Learning often by apprenticeship e.g., father to son etc.</li> </ul>
2	Out board engine repairs	<ul style="list-style-type: none"> <li>• Youth involvement. They are also the drivers of boats</li> </ul>
3	Boat building	<ul style="list-style-type: none"> <li>• Prominent boat builder exists in Ayetoro and trains /supports others. Scale and commercial level demand not uncertain. Learning by apprenticeship</li> </ul>
4	Solar panel installation /repair (also Generator maintenance)	<ul style="list-style-type: none"> <li>• Gaining some prominence due to the electricity challenge. PIND has also intervened in the Solar Mini grid space for communities here -Gbagira, Awoye,Ugbonla .</li> </ul>
5	Production of local gin, mats etc.	
6	Carpentry	
7	Transportation	<ul style="list-style-type: none"> <li>• Boat driving etc. more recently though, youths are taking to commercial motor cycle (Okada) services</li> </ul>
8	Welding and fabrication	<ul style="list-style-type: none"> <li>• Mostly related to job opportunities in oil and gas industry</li> </ul>

Source: analysis from field study

### 3.6.4 Potential Areas for Skills training in the Host Communities

In identifying the potential sectors and skill areas that respondents though will be useful for youth employment creation in the host communities, some considerations were made

- The need to Build on what the people already know and draw strength from within. As a respondent noted “anything you take out of our traditional setting will not work”. This was used to illustrate why aquaculture might not work in these communities while a modern Cage culture might, so long as it draws on the systems that the people already know.
- While fishing is the traditional occupation of the people, with dwindling fish harvests, it’s probably not as lucrative. youth would have to go further upstream to get profitable fish harvests. This can be tasking especially without the right equipment and fishing gear. hence the often-easy switch to alternatives such as ‘okada’ riding. The youth want to also explore skill areas other the traditional fishing and fishing related ones.

- The Stakeholders also noted that youth also need to be skilled up in areas that offer them the capacity to respond to opportunities that open up in the oil and gas sector. Activities and opportunities in this sector is also a major driver of economic activities and employment in the area, and should not be ignored.

The potential technical/vocational skills training areas are indicated in the table below:

**Table 14: Potential areas for technical /vocational skills training in the riverine/host communities**

Agriculture	ICT	Services/trade	Oil and Gas sector Skills
<ul style="list-style-type: none"> <li>• Fishing, fish processing (Smoking Kilns /Solar dryers?), Cold Storage services and other aspects related to the value chain</li> <li>• Modern floating cage culture fishing such as tilapia</li> </ul> <p>OSAEC has a program in this area that could be a leverage point and collaboration</p> <ul style="list-style-type: none"> <li>• Fishing boat building, repairs and maintenance of outboard engines</li> </ul> <p>The after-training cost might be significant as boat plus engine is estimated to between 3-5million (probably more now with high Naira exchange rate)</p> <ul style="list-style-type: none"> <li>• Other aspects of the Agric value considered more broadly for the state</li> </ul>	<ul style="list-style-type: none"> <li>• Phone and other hardware repairs</li> <li>• Coding / programing</li> <li>• Web and Graphic design.</li> <li>• Photography</li> <li>• Solar panel installation/maintenance for power</li> </ul> <p>This aligns with PINDS's on-going capacity investment in the area</p> <p>It can also be linked with opportunities that might be thrown up in aspects of agricultural produce processing/drying etc and is a skill area that could be offered in-situ the community.</p>	<ul style="list-style-type: none"> <li>• Hairstyling and</li> <li>• Fashion</li> </ul>	<ul style="list-style-type: none"> <li>• Fabrication and welding</li> <li>• Scaffolding ***</li> <li>• Mechanical and electrical technicians</li> <li>• Wall screeding/ painting</li> </ul>



### 3.6.5 Factors to consider in design of Intervention for CNL Host communities

In line with feedback received through the key person interviews and roundtables with representatives, youth in the area and other relevant stakeholder:

- It is imperative that selection of candidates for participation is done thoroughly, so as to take on board candidates with the positive attitude for vocational and technical skills acquisition for employment. Indication are that youth exist in the communities that might be interested and also do not a mindset requiring money inducement for training participation. This is a good thing.
- The stakeholders suggest PIND should consider undertaking aspects of the training directly within the CNL host community area. This will leave an additional positive footprint for PIND in the area and visibility.
- Engage with and carry along the Baale (traditional Head) of the area in proposed Ondo State YEP activities. they can provide leverage with the targeted youth that will be involved.

## 3.7 SKILLS SUPPLY AND DELIVERY

### 3.7.1 Overview of Skills Development in Ondo State

Ondo state government, realizing the place and value of providing good technical education, has over the years invested in building training facilities across the state. This has also been supported by the federal government through siting vocational training and business incubation centers in the state. However, there are still significant challenges and questions as to how well these facilities are maintained, funded, utilized and responding to industry demands.

The technical, vocational and skills acquisition training system is directly supervised by the State's 'Board for Adult, Technical and Vocational Education' and this Board reports to the Ondo State the Ministry of Education.

There are also other agencies of the Federal government that perform regulatory and exam management functions connected to technical and vocational training in the state. These include the National Board for Technical Education (NBTE), the apex regulatory institution that is involved with curriculum development, standardization and implementation of an approved framework for skill competency assessment and certification. The National Business and Technical Examinations Board (NABTEB) conducts business and technical, issue results and certificates

The government technical, vocational and skills acquisition training Infrastructure in Ondo State comprises of:

Table 15: Some technical/Vocational Skills infrastructure in Ondo State

	Type	Number	
1	Skills Acquisition Centers	24	<ul style="list-style-type: none"> <li>- The Centers are Spread across all local governments of the State and Akure the State capital</li> <li>- Reported as 'not so effective /functional'</li> <li>- One Standard Skill Acquisition Center in Ile-Oluji but by the Federal government and handed over to the State government.</li> <li>- The Ile-Oluji facility is relatively well equipped but still not in effective use</li> </ul>
2	Polytechnics	1	<ul style="list-style-type: none"> <li>- The Rufus Giwa Polytechnic, Owo is well equipped and functional.</li> <li>- Capable of delivering high quality training including in ICT.</li> </ul>
3	Technical Colleges	5	<ul style="list-style-type: none"> <li>- Functional and located in Owo, Idanre, Okitipupa and Oke-Igbo</li> <li>- A 6<sup>th</sup> Ayetoro is not functional. As reported elsewhere in this report, it has largely been submerged in water due to ocean surge.</li> </ul>
4	Universities	4	

### 3.7.2 Enrolment in government-owned skill acquisition Centers

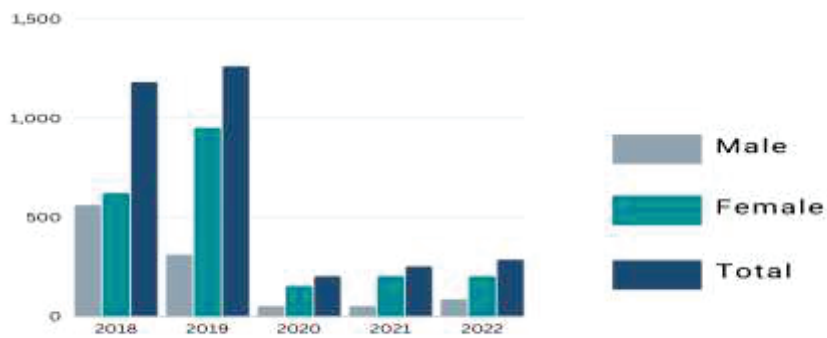
About 3,174 candidates enrolled for various training programs in the 24 skills acquisition centers across the Ondo state between 2018 and 2022. This is an average of 635 persons enrolled per year. It would appear that what was an upward trend in enrollment (see 2018-2019) took a hit in 2020 when it plummeted to all time low of 200 candidates that year. The drop is easy to ascribe to the effects of the COVID -19 pandemic in 2020, however the recovery since then has been quite slow given the importance of skills acquisition in present day Ondo State. The situation may also be a result reported 'not so effective' state of many of the Centers.

**The State governments may need to make the necessary calls and investments necessary to make the centers function effectively, at least the most viable ones.** It is important also to note that between 2018 and 2022 more women consistently enrolled into the skills acquisition programs in Ondo State.

Table 16 : ENROLMENT IN SKILL ACQUISITION CENTERS FOR 2018/2022 SESSIONS

YEAR	NO OF CENTERS	MALE	FEMALE	TOTAL
2018	24	560	620	1180
2019	24	310	950	1260
2020	23	50	150	200
2021	23	50	200	250
2022	23	84	200	284

**TRAINERS ENROLMENT IN SKILL ACQUISITION CENTERS FOR 2018/2022 SESSIONS**



SOURCE: BOARD FOR ADULT, TECHNICAL AND VOCATIONAL EDUCATION

### 3.7.3 Supply side: Perspective of skills in demand

1	<p>ICT</p> <ul style="list-style-type: none"> <li>- Graphic design</li> <li>- Web design</li> <li>- Coding</li> <li>- Cyber security</li> <li>- Animation</li> </ul>	<ul style="list-style-type: none"> <li>• Provided by some of government technical/vocational training centers e.g., Rufus Giwa Polytechnic. mostly basic level / ICT appreciation programs.</li> <li>• Gap in training provision in this area is filled by some other approved and non -traditional private ICT training service providers. that exist in Akure</li> <li>• K</li> </ul>
2	<p>Construction and related tech skills</p> <ul style="list-style-type: none"> <li>- 3D printing</li> <li>- Tiling</li> <li>- Pop installation</li> <li>- Aluminum works (Alumaco)</li> <li>- welding</li> </ul>	<ul style="list-style-type: none"> <li>• Training and training capacity said to be available these areas in the government technical centers.</li> <li>• <b>There is need for capacity-development and upgrade for trainers and facilitators.</b></li> <li>• Though the welding course is available in the technical training centers, there is significant challenge equipment availability and use.</li> <li>• There are private TVETs such as <b>John kollyns technical Institute</b>, Oba-Ile, Akure that provide technical training in aluminum works (Alumaco)</li> </ul>
3	<p>Training programs in agriculture (e.g. poultry /aquaculture)</p>	<ul style="list-style-type: none"> <li>• These do not feature much in technical training by the government run centers</li> <li>• Some private farms and firms exist that provide these trainings for youth.</li> </ul>
4	<p>Renewable energy -Solar panel installation</p>	<ul style="list-style-type: none"> <li>• Gaining some prominence and in demand, however not being offered currently by the centers.</li> </ul>

### 3.7.4 Delivery of soft skills and Entrepreneurship training

- The existing curriculum and training delivery mechanism are currently focused on delivering technical and not Soft Skills, though technical training ecosystem actor recognize. This is a gap, that presents an opportunity for the proposed Ondo State YEP program NDYEP. The YEP which integrates technical and soft skills training and the follow-on support and linkage program will certainly be relevant here also.
- There are also existing private training providers who offer stand -alone soft skills and entrepreneurship courses. These are not necessarily youth focused or tailored to enhance technical training outcomes and workforce development. However, they can be leveraged. Some the notable ones include;
  - a. 3T Global School of entrepreneurship,
  - b. Accent academy
  - c. Green Shield Initiative Tech (GSI)
  - d. Mitelo Integrated farms

### 3.7.5 Private Technical Training Institutions Approved by the Board for Adult, Technical and Vocational Education

Table:17: Selected approved private technical /vocational training institutions in Ondo State

S/N	Name of center	Areas of Training Competence	Location
1	JIT Solutions, Akure	Oracle University, Pearson	128, Adesida Road, Beside tantalizer
2	Complete Computers and technology	Microsoft, Oracle, Cisco, Adobe	Alagbaka , Akure
3	Workman Computer College	Microsoft , Cisco, Adobe	Ondo Road, Akure
4	Don Bosco training Institute	Carpentry, electrical, automobile and Mechanical engineering etc.	Oke Agunla , Ondo
5	Fitzzy Tech, Akure	Opposite Water Corporation, NEPA office, Akure	
6	3T Global School of Entrepreneurship	Entrepreneurship	Opp Min of Works , llesha Road , Akure
7	John Kollyns Institute	Aluminum/Glass cutting	Akure,/Owoexpressway
8	Handromi Entrepreneurship School	Photography, ICT, fashion Design , Make up	8, upper Valentino, Jesuseun-Funmi, Ondo
9	Hollaram educational Services	Basic computer Literacy/appreciation	State library Board, Onyemekun road, Akure

Source: Board for Adult, Technical and Vocational Education

### 3.7.6 Challenges of the TVET System

There is clear indication of government's appreciation of the value of competency based technical and vocational training in tackling the unemployment challenge, however the TVET system is still faced with challenges that has limited its effectiveness and impact.

- The TVET System relatively underfunded
- Effectiveness and utilization of the many skills acquisition Centers, technical and vocational training centers are low
- Poor facilities and lack of appropriate equipment that enable actual competency-based learning
- Training not well oriented to the needs and standards of employers plus trainees themselves do not appreciate a connection between the skills they acquire and the prospect for the employment they desperately seek.
- Limited scope for interaction with public and private employers

These challenges are not unique to Ondo State but applies many other states of the Niger delta There is clearly a need for more investment in the existing technical and vocational training, upgrade their facilities and manpower. This should make the system more relevant to the needs of industry and the aspirations of the trainees.

## 3.8 STAKEHOLDERS MAPPING AND POTENTIAL FOR PARTNERSHIPS

### 3.8.1 Identification of Relevant Stakeholders

To support effective implementation of the proposed Ondo youth Employment Pathways (YEP) program in Ondo State, it was important to identify relevant stakeholder organizations in the government, private sector companies and business membership organizations (BMOs), Non-government organizations active in the area and other support service providers relevant to the program. The stakeholder list below, a product of continuing consultations and interactions, is by no means exhaustive. However, those identified here will be key for the smooth take off and having the right mix of relevance, Interest and influence

**Table 18: Matrix of Identified stakeholders for the proposed Ondo State YEP Program**

Government Ministries and Agencies active with Youth Development	Private Sector Companies and Business Membership Organizations (BMO)	non-governmental organizations, other individuals	Training Services Providers, Financial Sector Institutions and Other Support Service providers and Institutions
<ul style="list-style-type: none"> <li>Ministry Economic Planning and Budget</li> <li>Ministry of Education</li> <li>Youth Empowerment (Gov's Office)</li> <li>Ondo State Bureau Of Statistics</li> <li>Ministry Of Commerce, Industry And Cooperative Services</li> <li>Min. Of Youth &amp; Sports Development</li> <li>Board for Adult Technological &amp; Vocational Education</li> <li><b>Agency for the Welfare People with Disability.</b></li> <li>Min. Of Agric. &amp; Forestry</li> <li>Ondo State Agric. Empowerment Center (OSAEC)</li> </ul>	<ul style="list-style-type: none"> <li>Ondo State Chamber of Commerce, Industry Mines and Agriculture</li> <li>Manufacturers Association of Nigeria (MAN)</li> <li>NECA in Ondo State</li> <li>NASSI</li> <li>NACCIMA</li> <li>OSACA</li> <li>Private companies working in sectors of interest</li> <li>DENKII Wire and Cable</li> <li>Dorien</li> <li>Dr Williams (CEO of Company providing on-farm Skill training on farm and mentoring to youth)</li> </ul>	<ul style="list-style-type: none"> <li>PIND</li> <li>Other NGOs promoting youth development</li> <li>Relevant Youth association/platforms</li> <li>CNL Host community Dev Associations/Trusts</li> <li>Ilaje Development Summit group</li> <li>Green Shield Initiative (GSI)</li> <li>Accent Academy</li> </ul>	<ul style="list-style-type: none"> <li>Banks</li> <li>Microfinance Banks</li> <li>CBN and the Special Intervention Fund Platforms</li> <li>Sombreiro Kapital (SK)</li> </ul>

<ul style="list-style-type: none"> <li>Ondo State Entrepreneurship Agency (ONDEA)</li> </ul>			
<b>Federal</b> <ul style="list-style-type: none"> <li>Fed Government MDAs active in the State</li> </ul>			

The following table outlines a framework for identified ‘Champion’ project stakeholders, relevance in project initiation and execution, engagement and suggestions for collaboration. While this is only a basic guide, care must be taken to ensure all identified stakeholders are carried along during implementation.

Table 19: A framework for Stakeholder role, relevance and engagement for the proposed Ondo State YEP Program

Stakeholder Name <i>(Potential CHAMPION Stakeholder/partner for the YEP program)</i>	Role <b>What is the stakeholder’s role?</b>	Relevance <b>(Why is this stakeholder relevant to the program)</b>	Willingness and Potential for Partnership? <b>What is the strategy for engaging the stakeholder?</b>	Collaboration	Influence <i>(Low, Medium, High)</i>	Impact <i>How much does the program impact the stakeholder? (Low, Medium, High)</i>
<b>Public sector</b>  Ministry Economic Planning and Budget  Key Contacts: Hon Commissioner  <b>Mr. Daisi</b> -Director of Planning	Responsible for Budget and Economic Planning in Ondo State  Has been a helpful contact point for PIND work in Ondo State.	Very Relevant  Has some convening authority with both govt and private sector partners  Responsible for the state’s budgets, can influence model adoption and leverage funding, if current funding constraints abate  Potential Champion for the YEP project	Strong  Open to Partnership  Looks forward to PIND also supporting the government (studies, leveraging dev resources etc)  Well-motivated to participate but may not be able to fund presently due to State’s funding constraints  <b>Suggested as main coordinating point for YEP in Ondo</b>	<b>SSA Youth Empowerment</b>  <b>ONDEA</b>  <b>OSAEC</b>  <i>(The above need to be actively consulted and involved during implementation)</i>  Min of Youth  Ministry of Agriculture	High	Medium

Stakeholder Name <i>(Potential CHAMPION Stakeholder/partner for the YEP program)</i>	Role <b>What is the stakeholder's role?</b>	Relevance <b>(Why is this stakeholder relevant to the program)</b>	Willingness and Potential for Partnership? <b>What is the strategy for engaging the stakeholder?</b>	Collaboration	Influence <i>(Low, Medium, High)</i>	Impact <i>How much does the program impact the stakeholder? (Low, Medium, High)</i>
				Board for Adult, tech & Voc. Edu.		
<p><b><u>Private Sector</u></b></p> <p>ONDO State Chamber of Commerce, Industry and Agric.</p> <p>Key Contacts</p> <p>Eld. Fessy Olabode</p> <p>Deputy President</p>	<p>Umbrella Association of 7 other Business Chambers in Ondo State</p> <p>Has been involved in some past PIND Business linkage activities</p> <p>Network of several member companies that are potential employers of Ondo YEP products</p>	<p>Very Relevant</p> <p>Has strong convening power for businesses and related BMOs</p> <p>Can be good anchor for Public -Private dialogue on youth employment issues, advocacy and partnership. PIND can facilitate.</p> <p>Potential Private sector Champion</p>	<p>Strong</p> <p>Open to partnerships</p> <p>Interested in having interactive platform for dialogue with govt on youth employment and related topic. This could be facilitated by PIND through the project.</p> <p>Consult and engage regularly</p> <p>Consult and Engage with the Chamber early on to facilitate member-company's involvement across sectors to offer internship/apprenticeship opportunities and placements</p> <p>Consult with Chamber and facilitate active private sector interaction /coordination with the TVET Board.</p>	BMOs -NASSI , NACCIMA, MAN,OSACA,PLD assoc.or repr;	High	Medium
CNL Host Communities/Repr	Liaison in CNL host communities to ensure	<b>Very Relevant</b>	Strong	PIND	Medium	High



<b>Stakeholder Name</b> <i>(Potential CHAMPION Stakeholder/partner for the YEP program)</i>	<b>Role</b> <b>What is the stakeholder's role?</b>	<b>Relevance</b> <b>(Why is this stakeholder relevant to the program)</b>	<b>Willingness and Potential for Partnership?</b> <b>What is the strategy for engaging the stakeholder?</b>	<b>Collaboration</b>	<b>Influence</b> <i>(Low, Medium, High)</i>	<b>Impact</b> <i>How much does the program impact the stakeholder? (Low, Medium, High)</i>
Key Contacts Barr Abiye Adeyemi	appropriate youth participation	Liaison with CNL host communities to ensure appropriate youth participation  Liaison with PIND		Local Baale		

## 3.9 POLICY AND PARTNERSHIP

### 3.9.1 Ondo State has a dated youth policy which is due for review and update

Ondo State has a now dated youth policy which has been in place since 2005. This needs to be reviewed to meet current challenges especially the key issue of youth employment. It also needs to be aligned properly with the more recent National youth policy (2019-2023)

### 3.9.2 State government Initiatives

#### 3.9.2.1 Youth Employment programs

The Ondo State government has set up different offices and agencies to lead the State's youth empowerment and skills development effort. This is in line with the government's strategic goal of reducing unemployment and poverty, especially amongst its youth. The key arms of government and initiatives relating and initiatives

1	Office of the Senior Special Assistant to the Governor, Youth Empowerment	<p>The office has a mandate for youth development and headed by a Senior Special Assistant to the Governor. The office is focused on training youth for self-employment.</p> <p>It has coordinated the training 3-months training for over 500 fashion designers in conjunction with GIZ<sup>20</sup>. It has also, in partnership with WAVE Academy<sup>21</sup>, conducted 2-weeks Employability course for selected youth in the state. Between 30-50 of the fashion Designers trained received 'Starter packs.</p> <p>Other areas that the office has is embarking on include; digital marketing, graphic arts, fish farming; Make- Up and barbing.</p> <p>The Office is very open to collaborations and also reaching out agencies and development partners to funding support. It will be to provide any logistics, where possible but doubts funding support given government's budget constraints.</p> <p>From its experiences of running skills development programs, there is a strong perception and hence advice, that provision of Stipends to trainees may be critical for youth enrollment and participation</p>
2	Ondo State Entrepreneurship Agency (ONDEA)	This is a special government agency with mandate to undertake entrepreneurship training for youths in Ondo State. It has a well-equipped center where these training takes place in Akure .
3	Ondo State Agribusiness Empowerment Center (OSAEC)	OSAEC is a key agency of the Ondo State government with a mandate to promote agribusinesses especially for youth employment generation. The agency is reported to have trained over 23,000 youth

<sup>20</sup> GIZ

<sup>21</sup> WAVE Academy

		<p>in various agribusiness. The Agency has undertaken interventions in poultry production for youth (broilers), oil palm, aquaculture etc. The agency had partnered a private company (East -West Company) on Tomato. The SSA estimates that a significant percentage (60%?) of tomatoes entering the Lagos market emanates from Ondo State. If this is correct, this represents a significant opportunity for youths with an end-market assured.</p> <p>The agency is also working on some innovative interventions such as fish cage culture which can be relevant for the riverine /host communities. Could be a good leverage point for government engagement and model adoption</p>
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### 3.9.2.2 Consideration for People Living with Disability (PWD)

- Ondo State ranks itself high in attending to issues of People living with disability (PWD). There is a consensus on the need for inclusion in the proposed Ondo YEP program. The visually impaired, physical disabilities, albinism etc. are thought as standing a good chance of participating productively in a program as YEP.
- There is a Welfare Board in place that caters to the issues of PWDs
- PWDs participation in the proposed YEP programs come cover such skill areas as ICT ,phone repairs. The importance of providing the PWDs appropriate training kits to support their transition to work was stressed especially at the Roundtable with government stakeholders which had PWD community representation also.

### 3.9.3 Prospects for Partnership

- We glean that the Ondo State government is usually open to partnerships and initiatives that address capacity development and job creation for youth in the state. In respect of the proposed Ondo YEP program, the state government looks forward to its implementation and welcomes PIND’s willingness to even commit resources to this. The prospects of Co-funding by the government appears limited, at this time, due to funding constraints as variously expressed during the course of the assignment
- Coordination – Maintain Ministry of Budget and Economic planning. Has some convening power of plus it has been actively engaged with PIND for some years now. See the stakeholder matrix.
- On a broader level, multiple respondents reiterated the potential for PIND and the state government working together to leverage or attract funding from development organizations to Ondo State. This would expand opportunities for investments and employment. Building on PIND’s previous work with Ondo State on Investments readiness and also work with OSOPADEC.

## 4. CONCLUSION AND SUMMARY OF KEY FINDINGS

- I. Tackling increasing incidence of unemployment is probably the most profound development challenge facing national and sub-national governments in Nigeria including Ondo State. The national rate of unemployment rate as at q4 of 2020 was estimated by the National Bureau of Statistics (NBS) as 33% with youth unemployment is estimated then to be much higher at about 53%.
- II. Ondo State has a growing population which is now projected to be 5.43 million people (2022). The size of the economy i.e., Gross Domestic Product (GDP) is estimated to be over N5.10 trillion. The state is endowed with agricultural crops such as Cocoa, Cashew, oil palm, groundnut, timbre amongst many others. Being a state with probably the longest coastline in the country (about 180 km), Ondo state also boasts of fisheries resources and aquaculture potential.
- III. Agriculture, industry and Services have continued to witness modest growth on the average. However, the agricultural sector continues to be the largest and most consistent contributor to the State's GDP, closely followed by Services Sector. These sectors also creating the jobs.
- IV. It has been indicated in various reports that an estimated that 1.02m people representing 41.25% of the Ondo State's labour force of 2.5m people were either unemployed (426,5370) or underemployed as at Q4 2020. To reverse this trend and improve its revenue fortunes, it is suggested that estimates that Ondo would need to create 106,364 new jobs every year.
- V. The Ondo State government prioritizes employment creation especially for youth. This is captured as a key objective of the State's Medium Term Expenditure Framework (MTEF) and Budget (20xx to 20xx). The drive is State's vision of transitioning its economy from a mainly agrarian one to a more diversified industrialized economy creating greater employment opportunities for its population.
- VI. To address the unemployment challenge, Ondo State has, in addition to the work of its mainstream MDAs, created special initiatives is has created active programs to address various aspects of youth employment through Agri-business, youth entrepreneurship and empowerment. The Ondo State Entrepreneurship Agency (ONDEA), The Ondo State Agribusiness Empowerment Center (OSAEC) and the Office of the Senior Special Assistant to the Governor on Youth Empowerment all function to address this challenge. There is certainly scope for collaboration with these initiatives. Integrating or working collaboratively with these government agencies in cross cutting program areas during implementation of ONDO YEP would be mutually beneficial.

- VII. Planned investments and development of Ondo State's huge natural resource endowments can potentially drive large youth labour absorption and skills base. Some of these big-ticket initiatives include
- a. The envisaged Ondo Deep-Sea port development; Though futuristic, this has the potential for creating several thousand new jobs and new requirement for skills in the resulting marine transportation value chain
  - b. Bitumen exploration
  - c. Poultry value chain development and the on-going establishment of an egg pasteurization industry. Cocoa value addition for chocolate production and creation of farm settlements.
  - d. There is also the reportedly on-going land clearing at the Oluwa Forest Reserve, where under a public-private partnership with JB Farms Limited, approximately 11,000 of the available 23,000 hectare is ready for cultivation a new high yield varieties oil Palm. This initiative is expected to create several downstream jobs and access to small mechanization for small scale farmers.
- VIII. Entrepreneurship/ Self-employment the more obvious pathway to youth employment. The fact that there are not very many large anchor firms to drive large youth labour absorption. means that the opportunities and quantity of openings for direct employment are seriously constrained. Coupled with the large numbers of unemployed and underemployed youths in the state, this makes the proposed Ondo YEP program a good fit and response.
- IX. **Strong youth aspiration to own their own businesses in the presence of dwindling opportunities for direct employment:** An interesting find from the assessment conducted is that 62% of the youth respondents desired to own business while 9.4% considered apprenticeship as a pathway to self-employment. 12.9% aspired to have a government job while 5.3% wanted paid employment in a private company.
- x. **Young people that are skilled, semi-skilled and professionals are perceived to have the best opportunity to be gainfully engaged in work in Ondo State.** This is not all together surprising given the state of unemployment. It just emphasis the need for young people to acquire appropriate skills as this might well be the guarantee for work and earning. About 79% of youth respondents believe that skilled and semi-skilled young persons have the greater chance of securing work.
- XI. **Sectors highlighted as generating current employment for young people:** Employment types in high Demand: a synthesis of the of the data from the stakeholders, private sector, government, and the youths suggests that **ICT Jobs, technicians, building construction jobs, Agriculture, trade and Services are the occupations in high demand**

- XII. **ICT /Solar Panel Installation and maintenance, trade and Services, Agriculture, Construction, engineering technology are the main sectors considered to be generating current opportunities for youth.** It was also found that Transportation, especially the use of motorcycles or tricycles have been a quick 'go to' job for many other 'out of work' youth. This applies in all parts of the state including the Ilaje/CNL host community areas corroborated by FGDs and interviews in Igbokoda.

Additionally, activities linked to Chevron operation in the area continue to be valued sources of employment for young people who find them. These include job areas such as welding and scaffolding.

- XIII. Skills mismatch exists: recruiters report difficulties finding talents and products from the existing TVET system with the right skill's set to match available job openings. linkage between the industry and the training institutions is weak.
- XIV. Youth attitude towards employment: Many of the youth prefer white collar jobs/ paid employment. show scant interest in vocational and technical training. However, stakeholders agree that it is feasible to find a critical mass of youth willing and able to undertake high quality vocational training for employment, such as is being proposed. This includes existing artisans who need retraining and upskilling.
- XV. There are many trained artisans in Ondo state, but level of skills and professionalism is still low. There is still a high reliance on skilled artisans from Abuja, Lagos, as well as the Togolese for good quality work in auto mechanics, tiling, POP fitting, Welding, carpentry, Masonry (said to come from either Abuja, Osun or Ilorin), air-conditioning and refrigeration technicians said to be short supply etc.
- XVI. The Ministry of Budget and Economic Planning is suggested as a key strategic partner (stakeholder Champion) on the public sector side. The Ministry has experience working with PIND and a useful leverage with other MDAs. On the private sector side, the Ondo State Chamber of Commerce, Industry, Mines and Agriculture (ONDOCCIMA) is suggested. The chamber has 6 other affiliate Chambers and members spread across the state including the Akure Chamber of Commerce and Industry, Mines and Agriculture. It also has working relationship with other Business membership organizations such as NASSI, NACCIMA, MAN etc. This will help coordinate private sector participation and dialogue as may become necessary for the proposed project and PIND on a broader scale. **A memorandum of understanding ironed out could spell basis of partnership.**

XVII. There is a strong experience of or expectation (mindset issue) on the part youth in the state of receiving 'starter-packs' or related payments as attraction for participation in training programs. there is also no corresponding evidence that this approach has led to the desired results. This is consistent with other Niger delta States, and also well reported in the market assessments of NDYEP pilot States of Abia, Rivers, Akwa Ibom and Delta State.

**Ecosystem Strengthening:**

XVIII. There have been limited interaction between the private sector and government especially related to issues of youth employment (a strong private sector view). Periodic forums bringing both sides together, possibly anchored by the Ondo Chamber of Commerce and the Ministry of budget & Economic and economic may be a good start

XIX. Facilitate more Industry-TVET system to address skills mismatch: More interactions between Industry and the TVET system needs the to be increased. this is so that the TVET training arrears and curriculum made more aligned to the talent requirements of companies.

XX. The existence in Ondo State of companies such as DENKII Cables and Wires, whose demand for young talents have to be met by products of the TVET system is a sure advantage. The project may consider the prospect for embedding some of the training programs within a partnership of Businesses and TVETs (public or private) with capacity. This way industry is able to influence the content and delivery of high quality technical and vocational Skills training.

## 5.0 RECOMMENDATION

- 1) Feasibility of Implementation of the YEP program in Ondo State is strong and the NDYEP model with appropriate adjustment is implementable

The unemployment challenge exists and needs innovative responses such as ONDO YEP with the appropriate collaboration and support can offer. Though some young persons are said to exhibit certain mindsets such as entitlement etc. or non-willingness to acquire skills, stakeholders are certain that state is a critical mass of youth who will have the right motivation and desire for true empowerment through skills acquisition.

- 2) There are a few institutions and structures on the skills delivery on the supply side that can be leveraged in competency-based training. Though the TVETS are poorly funded and need support, some like the Rufus Giwa polytechnic can be a good technical training partner. There may be others.
- 3) Areas suggested for possible intervention include;

<b>Agriculture</b>	<ul style="list-style-type: none"> <li>• Quick turnaround crops and agribusiness like, Others (Snail farming Apiculture, Tomato production, insect protein etc.);</li> <li>• Poultry (meat and eggs) VC;</li> <li>• Fisheries /especially Fish processing in the riverine host community area, floating cage culture etc.).</li> </ul>
<b>ICT:</b>	<ul style="list-style-type: none"> <li>• Software development (Coding),</li> <li>• web/graphic designs,</li> <li>• Digital marketing,</li> <li>• CCTV installers, and</li> <li>• Computer hardware and</li> <li>• Phone repairs.</li> <li>• Drone operation (linked to photography) etc</li> </ul>
<b>Resource Management</b>	<ul style="list-style-type: none"> <li>• Solar Panel Installation</li> <li>• , waste processing for income generation</li> </ul>
<b>Engineering/ technician services:</b>	<ul style="list-style-type: none"> <li>• electrical, mechanical, welders, equipment fabrication</li> </ul>
<b>Building Construction</b>	<ul style="list-style-type: none"> <li>• POP,</li> <li>• Roof installation</li> <li>• Aluminum works (Alumaco),</li> <li>• Carpenter/furniture makers,</li> <li>• scaffolding,</li> <li>• tiling</li> </ul>



	<ul style="list-style-type: none"> <li>• Wall screeding,</li> <li>• Painting/ 3D painting</li> <li>•</li> </ul>
<b>Trade / Services:</b>	<ul style="list-style-type: none"> <li>• Finished Leather products</li> <li>• Fashion design</li> <li>• photography services (digital),</li> <li>• Catering</li> <li>• Hairstyling.</li> </ul>
<b>Oil and Gas linked Technical Skills (COASTAL Region)</b>	<ul style="list-style-type: none"> <li>• Scaffolding,</li> <li>• Welding etc.</li> </ul>

- 4) There is clearly a need for more investment in the existing technical and vocational training institutions, upgrade their facilities and manpower. This should make the system more relevant to the needs of industry and the aspirations of the trainees.
- 5) Creating a “work and learn system”. An apprenticeship system would work well for youths and give the project a good result
- 6) Given the growing experience of NDYEP implementation partners over the years and across states, matching or twinning them during implementation with local technical, soft skills or entrepreneurship training providers (mainly those with limited experience but expandable technical capacity) can be a good strategy to onboard, and mentor them to take the model further, post YEP. To this end Exchange forum or fair can be organized for NDYEP existing providers and in-state aspiring technical service providers to share experiences and possibly forge partnership. This will be appropriate around the time or before the first ‘proposal Call’.
- 7) In targeting candidates for participation, specific effort should be made to also target some of the existing artisans who need to brushing up and upskill. Soft and entrepreneurship skills will also be useful for this class. Lack of professionalism is a recurring phrase used to qualify many artisans.

- 8) The Ministry of Budget and Economic Planning is suggested here, as a key strategic stakeholder Champion for the project on the public sector side. On the private sector side, the Ondo State Chamber of Commerce, Industry, Mines and Agriculture (ONDOCCIMA) is suggested. if properly engaged with, The Chamber of Commerce can help galvanize private sector participation and dialogue as may become necessary for the proposed project and PIND on a broader scale. **A memorandum of understanding ironed out could spell out basis of partnership and help give visibility to the project especially earlier on.**
  
- 9) Mentorship as a means of supporting Ondo YEP young entrepreneurs, needs to be distinctly included as a key track in the program design. The Ondo Chamber of Commerce, Industry, Mines and Agriculture, NASSI, and other the Business Membership Organizations (BMOs) present indicated interest and willingness to collaborate with PIND in initiating a distinct mentorship program in Ondo State. This is commendable and can indeed be a novel addition to the NDYEP business model. However, it will need to be carefully designed such that it runs on a sustainable basis of willing mentor -willing mentee plus careful matching of mentees to mentors.

Annexes:

Annex 1: Proposed Intervention Areas: Breakdown of Job Types/Skill areas as Per PRIORITY SECTORS Identified

PRIORITY VALUE CHAIN COMPONENTS IDENTIFIED														
	AGRICULTURE (General)		ICT (General)		RESOURCE MANAGEMENT		OIL AND GAS (COASTAL Region)		CONSTRUCTION (General)		TRADE AND SERVICE (General)		ENGINEERING (General)	
JOB TYPES	*Vegetables and other quick cycle Agric/Agric business activities (Apiculture, Snailry etc )	***	Drone entrepreneur	***	Solar power / panel installation	***	Welding	***	Carpentry	***	Transportation / storage	**	Mechanical technology	***
	Poultry (Eggs and meat)  Also linked to govt proposed egg pasteurization plant as end-market/anchor	***	Mobile phone/hardware repairs	***	Recycling (bamboo, sawdust, agro waste)	**	Fabrication	***	POP sculpturing	***	Hairstyling Fashion Finished Leather (bags shows etc.)	***	Electrical technology	***
	Artisanal Fisheries *Cage Culture technology?	**	Digital marketing	**	Waste processing technology	***	Scaffolding	***	Boat building/maintenance (Coastal/Host communities)	***	Photography	***	Machines fabrication	***
	Animal Feed production	*	Programming (coding etc)	***	Bamboo waste	*			Tiling	***	Graphic designing	***		

				Collection (bamboo)										
Fish Processing	*	Data analysis	**					Alumaco Roofing	**					
Cassava VC (processing)	*	Gaming	***											

Legend: \*\*\*: High priority  
 \*\*: Medium priority  
 \*: Low priority

**Annex 2: SUMMARY OF OUTCOMES DURING KII OF PRIVATE COMPANIES**

S/No	Current Opportunities for youths	Issues youth employment	Sector generating current employment (priority)	Job types	Tech & soft Skills required	Collaborations needed.
1	<ul style="list-style-type: none"> <li>Self-employment and entrepreneurship.</li> </ul>	<ul style="list-style-type: none"> <li>Inadequate capacity.</li> <li>Little or no experience</li> </ul>	<ul style="list-style-type: none"> <li>ICT driven</li> <li>Agriculture</li> </ul>	<ul style="list-style-type: none"> <li>IT and software developers</li> <li>Drones' users</li> <li></li> </ul>	<ul style="list-style-type: none"> <li>ICT Training.</li> <li>Entrepreneurship training</li> <li>Adaptability</li> </ul>	<ul style="list-style-type: none"> <li>IT Technical training institutes in the State.</li> <li></li> </ul>
2	<ul style="list-style-type: none"> <li>Waste to wealth</li> <li>Resource management</li> <li>Vocational Apprenticeship</li> </ul>	<ul style="list-style-type: none"> <li>Laziness</li> <li>Desire for quick gains</li> <li>Insufficient capacity and skills.</li> </ul>	<ul style="list-style-type: none"> <li>Machines</li> <li>Fabrication</li> <li>Service sector e.g. construction</li> </ul>	<ul style="list-style-type: none"> <li>ICT</li> <li>Wood crafters</li> <li>Design creators</li> <li>Agro waste aggregators/collectors</li> </ul>	<ul style="list-style-type: none"> <li>Teamwork</li> <li>ICT basic training</li> <li>Waste processing technology</li> </ul>	<ul style="list-style-type: none"> <li>Traditional leaders (they have access to Foundation funds)</li> </ul>
3	<ul style="list-style-type: none"> <li>There are increasing demand for labour in the textile industry (skilled and unskilled)</li> </ul>	<ul style="list-style-type: none"> <li>Youths are desperate to get rich.</li> <li>Yet they are mostly lazy.</li> <li>Poor attitude to work.</li> </ul>	<ul style="list-style-type: none"> <li>Service sector e.g. Textiles and design</li> <li>Engineering technology</li> </ul>	<ul style="list-style-type: none"> <li>Technicians</li> <li>Fashion designers</li> <li></li> </ul>	<ul style="list-style-type: none"> <li>Engineering</li> <li>Spinning and weaving.</li> <li>ICT (use of computers etc.)</li> <li>Speed</li> </ul>	<ul style="list-style-type: none"> <li>Technical training organization and technical colleges.</li> </ul>
4	<ul style="list-style-type: none"> <li>Electrical engineering</li> </ul>	<ul style="list-style-type: none"> <li>Nil</li> </ul>	<ul style="list-style-type: none"> <li>Nil</li> </ul>	<ul style="list-style-type: none"> <li>Nil</li> </ul>	<ul style="list-style-type: none"> <li>Nil</li> </ul>	<ul style="list-style-type: none"> <li>Nil</li> </ul>
5	<ul style="list-style-type: none"> <li>Agriculture</li> <li>Vocations in Construction</li> <li></li> </ul>	<ul style="list-style-type: none"> <li>Capacity</li> <li>They don't easily adapt to new learn new skills.</li> </ul>	<ul style="list-style-type: none"> <li>Agriculture</li> <li>Construction</li> <li>Mechanical and electrical technology</li> </ul>	<ul style="list-style-type: none"> <li>POP sculpture and installations</li> <li>Agro products aggregators and marketers</li> <li>ICT professionals</li> <li>Technicians (electrical and mechanical)</li> </ul>	<ul style="list-style-type: none"> <li>Nil</li> </ul>	<ul style="list-style-type: none"> <li>Nil</li> </ul>
6	<ul style="list-style-type: none"> <li>Agriculture</li> <li>Waste recycling</li> <li>Alternative energy</li> <li>ICT</li> <li>Self-employment</li> </ul>	<ul style="list-style-type: none"> <li>The lack of vision,</li> <li>No Seriousness amongst youth.</li> <li>Government policies not working</li> </ul>	<ul style="list-style-type: none"> <li>Agriculture</li> <li>ICT</li> </ul>	<ul style="list-style-type: none"> <li>Production of high yielding crops;</li> <li>Processing of agricultural produces</li> </ul>	<ul style="list-style-type: none"> <li>Communication skills</li> <li>Problem solving skills</li> </ul>	

**Annex 3: SUMMARY OF ROUNDTABLE WITH PRIVATE SECTOR STAKEHOLDERS IN ONDO STATE**

Current Opportunities for youths	Issues surrounding youth employment	Sector generating current employment (priority)	Job types	Tech & soft Skills required	Collaborations needed.
<ul style="list-style-type: none"> <li>• In the Riverine there is a demand for access to boats</li> <li>• Use of agro-processing technology</li> <li>• Acquiring skills and access in post-harvest storage and handling,</li> <li>• Apiculture</li> <li>• Snail breeding for slime and serum.</li> <li>• Self-employment and entrepreneurship.</li> <li>• Waste to wealth</li> <li>• Resource management</li> <li>• Vocational Apprenticeship</li> <li>• There are increasing demand for labour in the textile industry (skilled and unskilled)</li> <li>• Electrical engineering</li> <li>• Agriculture</li> </ul>	<ul style="list-style-type: none"> <li>• Inadequate capacity.</li> <li>• Little or no experience</li> <li>• Laziness</li> <li>• Desire for quick gains</li> <li>• Insufficient capacity and skills.</li> <li>• Poor access to finance or capital.</li> <li>• Youths are desperate to get rich.</li> <li>• Yet they are mostly lazy.</li> <li>• Poor attitude to work.</li> <li>• Capacity</li> <li>• They don't easily adapt to new learn new skills.</li> </ul>	<ul style="list-style-type: none"> <li>• ICT driven</li> <li>• Agriculture</li> <li>• Machines Fabrication</li> <li>• Service sector e.g. construction, Transportation</li> <li>• Engineering technology</li> <li>• Agriculture</li> <li>• Construction</li> <li>• Mechanical and electrical technology</li> </ul>	<ul style="list-style-type: none"> <li>• POP , Alumaco, Tiling,</li> <li>• Wiring, Roofing (Aluminum works)</li> <li>• IT and software developers</li> <li>• Drones users</li> <li>• ICT</li> <li>• Wood crafters</li> <li>• Design creators</li> <li>• Agro waste aggregators/collectors</li> <li>• Technicians</li> <li>• Fashion designers</li> <li>• POP sculpture and installations</li> <li>• Agro products aggregators and marketers</li> <li>• ICT professionals</li> <li>• Technicians (electrical and mechanical)</li> </ul>	<ul style="list-style-type: none"> <li>• ICT Training.</li> <li>• Adaptability</li> <li>• Teamwork</li> <li>• ICT basic training</li> <li>• Engineering</li> <li>• Construction</li> <li>• Agriculture Technical training</li> <li>• Spinning and weaving.</li> <li>• ICT (use of computers etc.)</li> </ul>	<ul style="list-style-type: none"> <li>• IT Technical training institutes in the State.</li> <li>• Traditional leaders (they have access to Foundation funds)</li> <li>• Technical training organization and technical colleges.</li> </ul>

**Annex 4: SUMMARY OF ROUNDTABLE WITH PUBLIC SECTOR STAKEHOLDERS IN ONDO STATE**

Current Opportunities for youths	Issues with youth employment	Sector generating current employment (priority)	Job types	Tech & soft Skills required	Collaborations needed.
<ul style="list-style-type: none"> <li>• Self-employment and entrepreneurship.</li> <li>• Waste to wealth</li> <li>• Resource management</li> <li>• Vocational Apprenticeship</li> <li>• There are increasing demand for labour in the textile industry (skilled and unskilled)</li> <li>• Electrical engineering</li> <li>• Agriculture (quick turn-over production e.g. poultry for meat, vegetables, etc.</li> <li>• Vocations in Construction</li> </ul>	<ul style="list-style-type: none"> <li>• Inadequate capacity.</li> <li>• Little or no experience</li> <li>• Laziness</li> <li>• Desire for quick gains</li> <li>• Insufficient capacity and skills.</li> <li>• Youths are desperate to get rich.</li> <li>• Yet they are mostly lazy.</li> <li>• Poor attitude to work.</li> <li style="padding-left: 40px;">Nil</li> <li>• Capacity</li> <li>• They don't easily adapt to new learn new skills.</li> </ul>	<ul style="list-style-type: none"> <li>• ICT driven</li> <li>• Agriculture</li> <li>• Service sector e.g. construction</li> <li>• Service sector e.g. Textiles and design</li> <li>• Engineering technology</li> <li>• Mechanical and electrical technology</li> </ul>	<ul style="list-style-type: none"> <li>• IT and software developers</li> <li>• Drones users</li> <li>• Wood crafters</li> <li>• Design creators</li> <li>• Agro waste aggregators/collectors</li> <li>• Technicians</li> <li>• Fashion designers</li> <li>• POP sculpture and installations</li> <li>• Agro products aggregators and marketers</li> <li>• ICT professionals</li> <li>• Technicians (electrical and mechanical)</li> </ul>	<ul style="list-style-type: none"> <li>• Adaptability</li> <li>• Teamwork</li> <li>• ICT basic Training, software development, etc.</li> <li>• Engineering</li> <li>• Spinning and weaving.</li> </ul>	<ul style="list-style-type: none"> <li>• GIT ICT Solutions, Ondo State</li> <li>• Hadromy training institute (NGO, Ondo town)</li> <li>• John Kollins</li> <li>• Don Bosco Catholic training center</li> <li>• Bradama Technical company (Ese Odo)</li> <li>• BEDC ready to absorb electrically trained youths by the Govt.</li> </ul>

Annex 6: SUMMARY OF FEEDBACK FROM ALL FGD SESSION HELD WITH VARIOUS STAKEHOLDERS

S/ N O	FGD SESSIONS	LOCATION/ SECTOR	ISSUES YOUTH EMPLOYMENT	SECTOR GENERATING CURRENT EMPLOYMENT (PRIORITY) <i>please see table 1 above for breakdown</i>	JOB TYPES	TECH & SOFT SKILLS REQUIRED	COLLABORATIONS NEEDED
1	ILAJE YOUTHS	IGBOKODA/ COASTAL	<ul style="list-style-type: none"> <li>• Low level of education</li> <li>• No mentorship</li> <li>• Poor pricing skills.</li> <li>• Absence of start-up support for newly trained youths</li> <li>• Poor access to finance to start up own business.</li> </ul>	<ul style="list-style-type: none"> <li>• Construction</li> <li>• Agriculture</li> <li>• ICT/CCTV</li> <li>• Trade and service</li> </ul>	<ul style="list-style-type: none"> <li>• Boat making/ maintenance</li> <li>• Wall screeding/ painting</li> <li>• Solar panel installation for power</li> <li>• Repairs of phones and other computer hardware.</li> <li>• Photography</li> <li>• Hairstyling and</li> <li>• Fashion design</li> <li>• Web and Graphic design.</li> <li>• Fish catching and processing / freezing for sales.</li> <li>• Aquaculture</li> </ul>	<ul style="list-style-type: none"> <li>• Technical capacities for the sectors highlighted e.g. poultry production (high incidence of loss due to inadequate knowledge.</li> <li>• Interpersonal, communication, and team building</li> </ul>	<ul style="list-style-type: none"> <li>• Training institute, Secretariat, Idanre</li> </ul>
2	REPs OF CNL HOST COMMUNITIES	OKITIPUPA/ COASTAL	<ul style="list-style-type: none"> <li>• Poorly designed Youth empowerment programs</li> <li>• Poor remuneration for services</li> <li>• Poor infrastructure</li> </ul>	<ul style="list-style-type: none"> <li>• ICT</li> <li>• Construction</li> <li>• Technical services for Oil and gas</li> <li>• Trade and service</li> </ul>	<ul style="list-style-type: none"> <li>• Coding / programing</li> <li>• Fabrication and welding</li> <li>• Scaffolding</li> <li>• Fishing and</li> <li>• Making and repairs of boats</li> <li>• Mechanical and electrical technicians.</li> </ul>	<ul style="list-style-type: none"> <li>• Same as above.</li> </ul>	
3	OSACA	AKURE SOUTH	<ul style="list-style-type: none"> <li>• Low interest of youths in agriculture due to low / slow turnover</li> <li>• Poor quality of education</li> <li>• Some youths are lazy and prefer frauds and Ponzi schemes.</li> </ul>	<ul style="list-style-type: none"> <li>• Agriculture</li> <li>• ICT for digital marketing and transactions in agric-businesses</li> </ul>	<ul style="list-style-type: none"> <li>• Vegetable farming</li> <li>• Poultry (meat)</li> </ul>	<ul style="list-style-type: none"> <li>• Same as above</li> </ul>	



**Annex 7: FEEDBACK FROM INTERVIEWS WITH SELF EMPLOYED YOUTHS**

PARAMETERS			
ISSUES SURROUNDING YOUTH UNEMPLOYMENT	SECTORS GENERATING CURRENT EMPLOYMENT	EMPLOYMENT/ OCCUPATION IN HIGH DEMAND	TECHNICAL / SOFT SKILLS REQUIRED
<ul style="list-style-type: none"> <li>Inadequate start-up capital</li> <li>No mentorship</li> <li>Poor access to basic amenities</li> <li>No government support (policies etc.)</li> <li>Lack relevant skills</li> <li>Low level of education</li> <li>Number of Youths exceed current employment</li> <li>Poor working environment</li> <li>Lack information and skills</li> <li></li> </ul>	<ul style="list-style-type: none"> <li>I. C. Technology</li> <li>Services (e.g. Transportation etc.)</li> <li>Telecommunication</li> <li>Agriculture</li> <li></li> </ul>	<ul style="list-style-type: none"> <li>Software engineering</li> <li>Teaching</li> <li>Sales</li> <li>Security</li> <li>Driving/logistics</li> <li>Marketers</li> <li>Cybersecurity</li> <li>Web development</li> <li>Catering</li> <li>POS (point of sale) financial service</li> <li></li> </ul>	<ul style="list-style-type: none"> <li>Software and hardware solutions</li> <li>Designing (graphics etc.)</li> <li>Farming / poultry technical skills</li> <li>Fashion designing</li> <li>Problem solving skills</li> <li>Data management</li> <li>Marketing</li> <li>Writing and publishing</li> <li>Consultancy</li> <li>Critical thinking</li> <li>Communication</li> <li>Public speaking</li> <li>Teamwork</li> <li>Innovation / creativity</li> <li>Multi-tasking</li> </ul>
<ul style="list-style-type: none"> <li>Lack of companies/industries</li> <li>Not willing to learn</li> <li>Over Population</li> <li></li> </ul>	<ul style="list-style-type: none"> <li>Agriculture</li> <li>Education</li> <li>Telecommunication/ICT</li> <li>Entertainment</li> </ul>	<ul style="list-style-type: none"> <li>Poultry (eggs and meat)</li> <li>Fashion designing</li> <li>Teachers</li> <li>Marketers</li> <li>Security officers</li> <li>Mobile phone repairs</li> <li>Photography</li> <li></li> </ul>	
<ul style="list-style-type: none"> <li>Poor governance</li> <li>No industries</li> <li></li> </ul>	<ul style="list-style-type: none"> <li>Agriculture</li> <li>Entertainment</li> <li>ICT</li> <li></li> </ul>	<ul style="list-style-type: none"> <li>POP sculpturing</li> <li>Piggery production</li> <li>Cocoa produce aggregation / sales</li> <li>Programming</li> <li>Phone repairs</li> <li>Graphics</li> <li>Solar – renewable energy</li> </ul>	

**Annex 8: ANALYSIS OF MOST OCCURING SECTORS AND INTERESTS FOR INTERVENTION**

CATEGORIES OF STAKEHOLDERS REACHED DURING THE ASSESSMENT				
PARAMETERS	YOUTH	PRIVATE SECTOR	PUBLIC SECTOR	MOST OCCURING POINTS
2. SECTORS GENERATING CURRENT EMPLOYMENT	<ul style="list-style-type: none"> <li>• ICT</li> <li>• Construction</li> <li>• Trades and Services (e.g. Transportation etc.)</li> <li>• Agriculture</li> <li>• Education</li> <li>• Entertainment</li> </ul>	<ul style="list-style-type: none"> <li>• ICT driven</li> <li>• Agriculture</li> <li>• Machines Fabrication</li> <li>• Service sector e.g., Transportation</li> <li>• Engineering technology</li> <li>• Construction</li> <li>• Mechanical and electrical technology</li> </ul>	<ul style="list-style-type: none"> <li>• ICT driven</li> <li>• Agriculture</li> <li>• Service sector e.g. construction</li> <li>• Service sector e.g. Textiles and design</li> <li>• Engineering technology</li> <li>• Mechanical and electrical technology</li> </ul>	<ol style="list-style-type: none"> <li>1. ICT (SOLAR PANEL INSTALLATIONS ETC)</li> <li>2. AGRICULTURE</li> <li>3. OIL &amp; GAS SUPPORT SERVICES.</li> <li>4. CONSTRUCTION</li> <li>5. ENGINEERING TECHNOLOGY</li> <li>6. TRADES AND SERVICES</li> </ol>
3. EMPLOYMENT/OCCUPATION IN HIGH DEMAND	<ul style="list-style-type: none"> <li>• Software engineering</li> <li>• Teaching</li> <li>• Sales</li> <li>• Security</li> <li>• Digital marketing</li> <li>• Driving/logistics</li> <li>• Marketers</li> <li>• Cybersecurity</li> <li>• Web development</li> <li>• Catering</li> <li>• POS (point of sale) financial service</li> </ul>	<ul style="list-style-type: none"> <li>• Vegetable production</li> <li>• Poultry (egg and meat)</li> <li>• Boat making/ maintenance</li> <li>• Wall screeding/ painting</li> <li>• Solar panel installation for power</li> <li>• Repairs of phones and other computer hardware.</li> <li>• Photography</li> <li>• Hairstyling and</li> <li>• Fashion design</li> <li>• Web and Graphic design.</li> <li>• Fish catching and processing / freezing for sales.</li> <li>• Aquaculture /Cage Culture</li> </ul>	<ul style="list-style-type: none"> <li>• IT and software developers</li> <li>• Drone users</li> <li>• Wood crafters</li> <li>• Design creators</li> <li>• Agro waste aggregators/collectors</li> <li>• Technicians</li> <li>• Fashion designers</li> <li>• Finished Leather products</li> <li>• POP sculpture and installations</li> <li>• Agro products aggregators and marketers</li> <li>• ICT professionals</li> <li>• Technicians (electrical and mechanical)</li> </ul>	<ul style="list-style-type: none"> <li>• <b>IT jobs:</b> software developers, drone operators, web/graphic designers, Digital marketing, CCTV installers, and computer hardware and phone repairers.</li> <li>• <b>Technicians:</b> electrical, mechanical, solar panel installers, welders/fabricators, photographers.</li> <li>• <b>Construction:</b> boat makers, POP sculptors, roof installers, Aluminum works (Alumaco), carpenters/furniture makers, scaffolding, tilers, wall screeding, painters/ 7 3Dpainting, design creators, and wood crafters.</li> <li>• <b>Agriculture:</b> fisher folks, fish processors, vegetable producers, poultry farmers, produce aggregators and marketers.</li> <li>• <b>Trade and Services:</b> hairstyling, catering, photography, POS financial services, fashions designers, transporters, event managers etc.</li> </ul>

<p><b>4. TECHNICAL SKILLS REQUIRED</b></p> <p><i>(Tech Training structured for sectors enlisted in Table 1)</i></p>	<ul style="list-style-type: none"> <li>• Software and hardware solutions</li> <li>• Designing (graphics etc.)</li> <li>• Crop Farming / poultry technical skills</li> <li>• Fashion designing</li> <li>• Mechanical &amp; Electrical technology</li> <li>• ETC.</li> </ul>	<ul style="list-style-type: none"> <li>• Engineering</li> <li>• Construction</li> <li>• Agriculture Technical training</li> <li>• ICT Training (drone use, solar energy installation etc.)</li> <li>• Scaffolding</li> <li>• Fishing and production of fishing gears.</li> <li>• Making and repairs of boats</li> </ul> <p>Spinning and weaving.</p>	<ul style="list-style-type: none"> <li>• ICT basic Training, software development, etc.</li> <li>• Engineering</li> <li>• Agriculture training</li> </ul>	<ol style="list-style-type: none"> <li>1. ICT: SOFTWARE AND HARDWARE TRAINING e.g. drones, CCTV,</li> <li>2. ENGINEERING</li> <li>3. CONSTRUCTION: CARPENTRY, BOAT MAKING ETC.</li> <li>4. AGRICULTURAL TRAINING</li> <li>5. OIL AND GAS SERVICES: SCAFFOLDING, FABRICATION, WELDING</li> </ol>
<p><b>5. SOFT SKILLS REQUIRED</b></p>	<ul style="list-style-type: none"> <li>• Problem solving skills</li> <li>• Data management</li> <li>• Marketing</li> <li>• Writing and publishing</li> <li>• Consultancy</li> <li>• Critical thinking</li> <li>• Communication</li> <li>• Public speaking</li> <li>• Teamwork</li> <li>• Innovation / creativity</li> </ul> <p>Multi-tasking</p>	<ul style="list-style-type: none"> <li>• Problem solving skills</li> <li>• Marketing</li> <li>• Writing and publishing</li> <li>• Innovation / creativity</li> <li>• Multi-tasking</li> <li>• Critical thinking</li> <li>• Communication</li> <li>• Public speaking</li> <li>• Teamwork</li> </ul>	<ul style="list-style-type: none"> <li>• Adaptability</li> <li>• Teamwork</li> <li>• Adaptability</li> <li>• Critical thinking</li> <li>• Problem solving skills</li> </ul>	<ul style="list-style-type: none"> <li>• Problem solving skills</li> <li>• Marketing</li> <li>• Critical thinking</li> <li>• Communication</li> <li>• Public speaking</li> <li>• Teamwork</li> <li>• Innovation / creativity</li> </ul>

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