



Employer perspectives on the skills needed by industry in Nigeria

Zainab Malik, British Council

Anna Esaki-Smith, British Council

Sephora Imomoh, British Council

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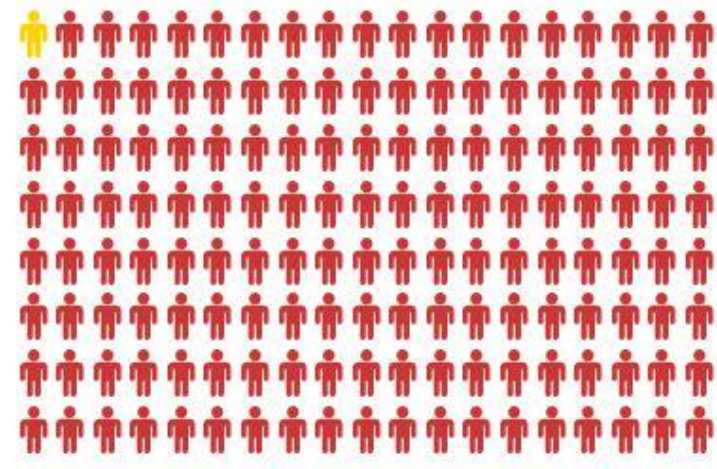
Perception versus reality



Perceptions

High ratio of graduates versus job availability

Mismatch between work place skills requirement and university curriculum outputs



Vacant Posts Applicants

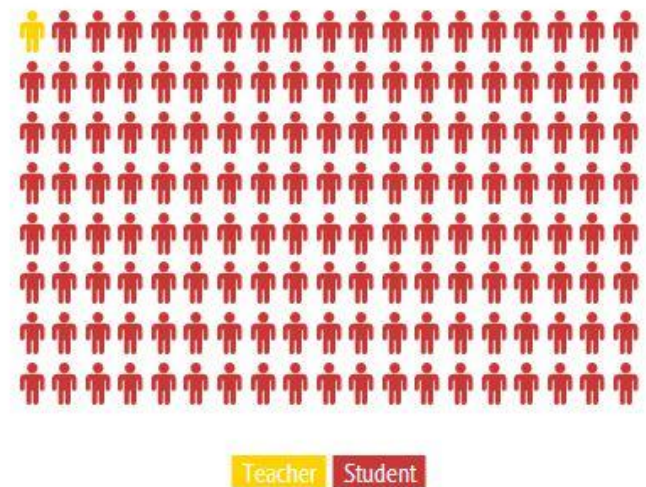
1,000 applicants for **1** vacant post

Overqualified applicants leading to underemployment.

Perceptions

Lack of industry/ private sector input into the development of tertiary education and skills curriculum

Lack of skilled and qualified teachers and lecturers within tertiary institutions and technical and vocational establishments and colleges



1 teacher to over **200** students in Nigerian HEI.

Key Findings

1. Gaps in Quality assurance in Technical education
2. Curriculum does not adequately factor in soft skills and general professional skills.
3. Low and inadequate level of private sector input into the development of tertiary education and the skills curriculum



City &
Guilds
Qualified



Key Findings

A dearth of partnerships between academia and the private sector. Two thirds of those surveyed are open to more partnerships between academia and industry.



Times Higher Education Awards 2014 held at Grosvenor House Hotel, London where the Cassava: Adding Value for Africa (C:AVA) project was selected as the International Collaboration of the Year.

Project results is in use by Flour Mills of Nigeria PLC.

TNE and the Skills Gap

UK Universities have the opportunity to take on the Nigerian Market and gain much more significant market share through TNE.



UK USA Other

Only **One** in **Five** partnerships between a Nigerian and Foreign Institution is with a UK institution

What are the Opportunities?

Training for Staff – All the Nigerian universities assessed mentioned their need for training development and management for their staff to understand newer and innovative models of managing and administering international education.



What are the Opportunities?

Capitalise on the Nigerian Government's focus on enterprise development.

Develop partnerships with the enterprise development centres.



What are the Opportunities?

Enable partnerships between academia and the private sector. The research findings show that two thirds of those surveyed are open to this.

Provide solutions that match the needs of partners.

Recruitment and Partnership offices of UK institutions may need to be more joined up and share insights.

Private Universities in Nigeria are more open and show more innovation towards TNE (They also have more money!)



Realistic Expectations

Develop tripartite relationships with the larger organisations/Industry (Dangote, NB) and with local institutions for research and development.

Partnerships are long term and it takes a few years to reap any financial benefits.

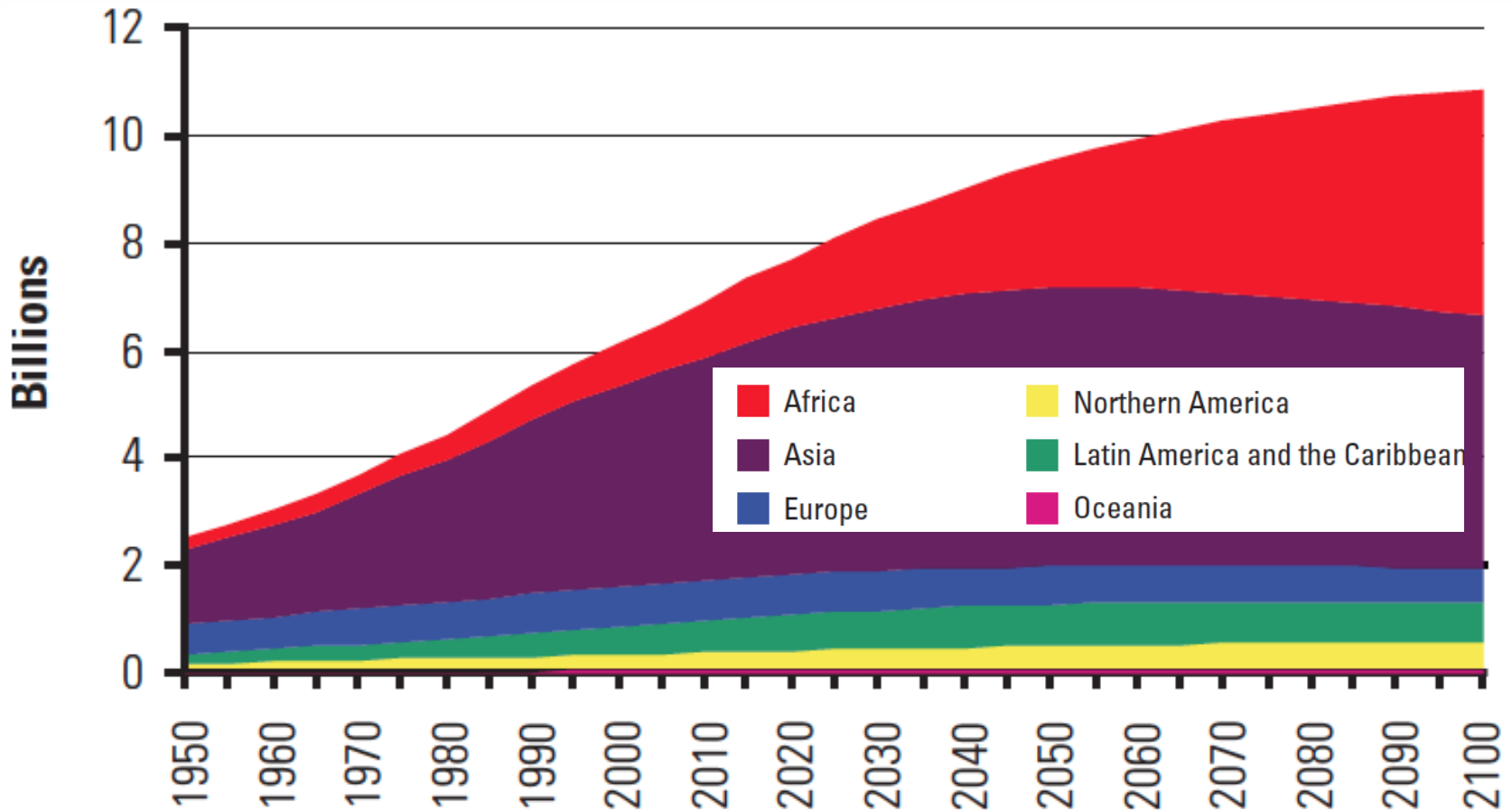




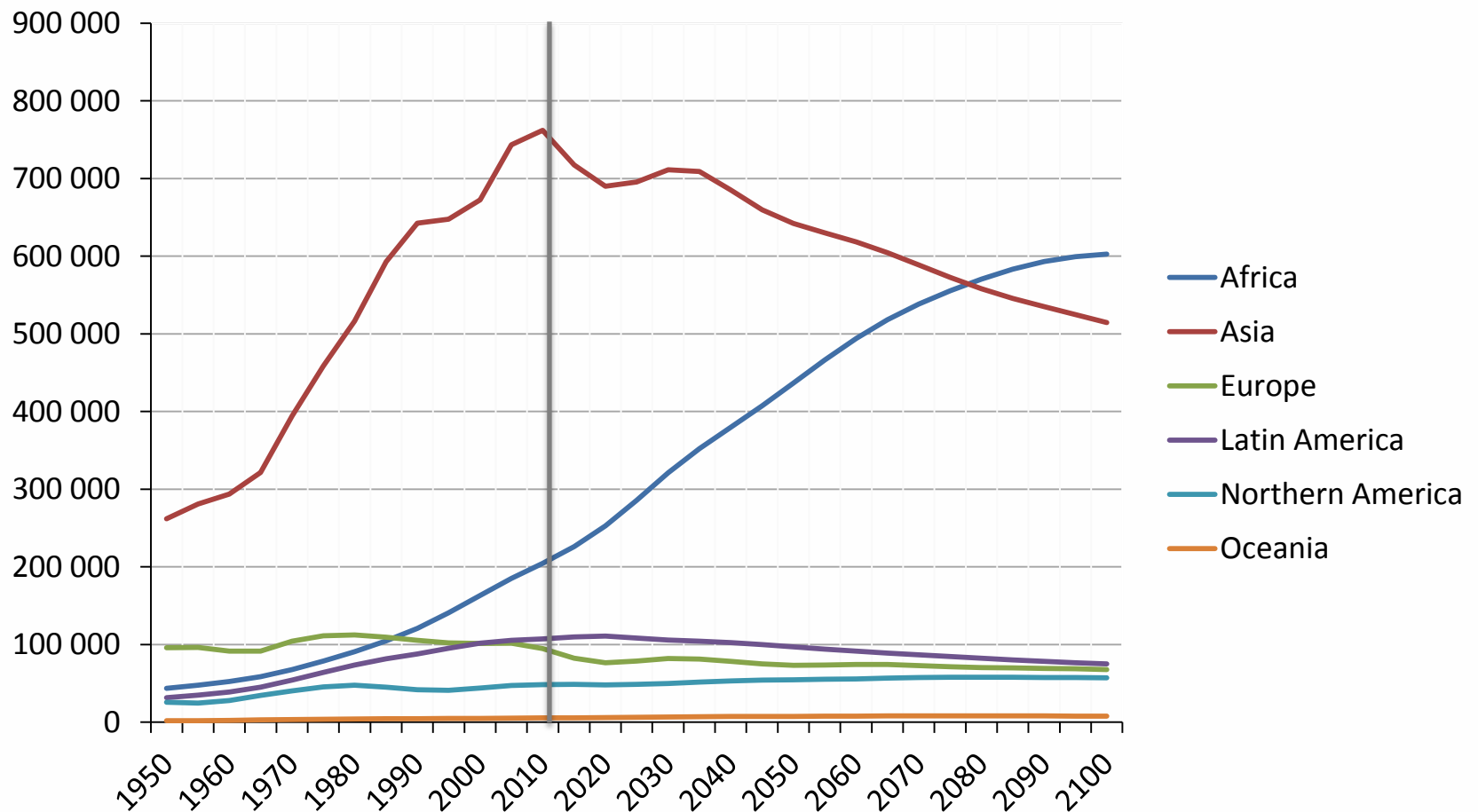
Perspectives on Nigeria: Education trends and employer views

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Global population outlook, 2012 revision



Population aged 15-24, to 2100

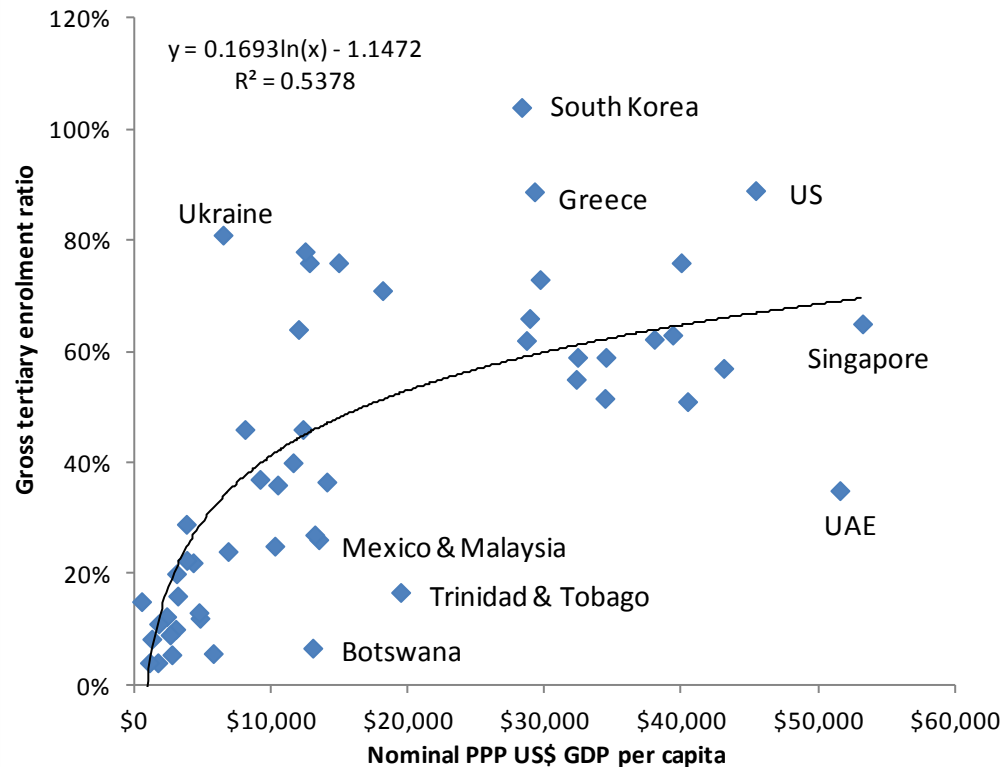


Demographic trends to 2024: Tertiary population growth

Country	18-22 population (000s) 2013	18-22 population (000s) 2024	Change (000s) 2013-24
India	115,962	119,547	3,585
China	109,437	79,504	-29,933
United States	22,233	22,183	-50
Indonesia	20,691	23,936	3,244
Pakistan	19,231	19,580	349
Nigeria	16,143	22,487	6,344
Mexico	11,142	11,418	276
Russia	9,195	7,360	-1,835
Vietnam	8,568	6,787	-1,784
Iran	7,184	5,710	-1,474

Correlation between GDP per capita and tertiary enrolments

PPP GDP per capita and tertiary enrolment ratio (2009)



Source: Haver Analytics, Oxford Economics, UNESCO

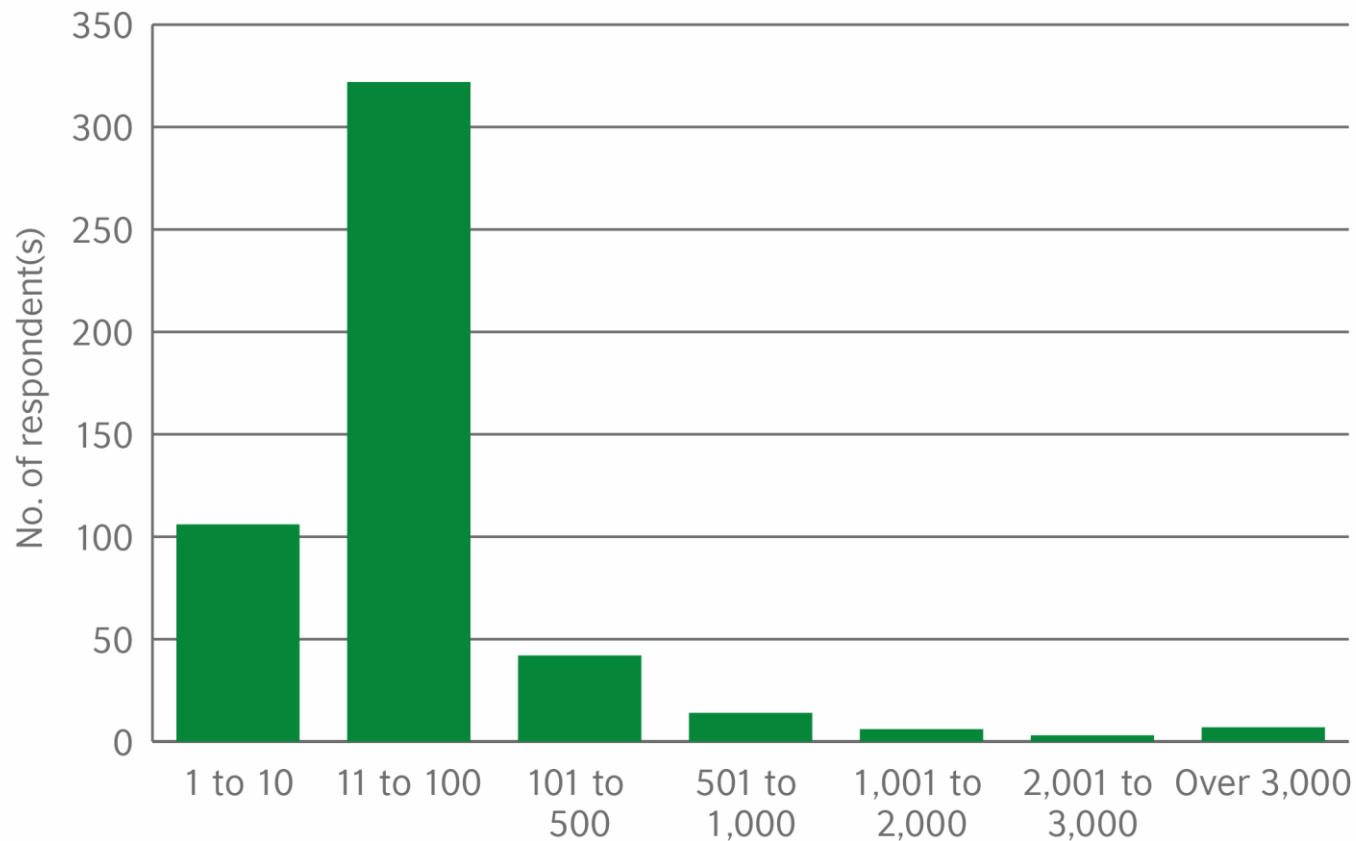
Highest annual average growth in tertiary enrolments

Nigeria	6.4%
Indonesia	5.3%
Pakistan	5.2%
India	4.5%
Saudi Arabia	3.4%
Mexico	2.6%
Turkey	1.3%
Malaysia	1.3%
Spain	1.3%
France	1.3%
China	1.1%
United States	0.6%
Vietnam	0.4%
Canada	0.1%

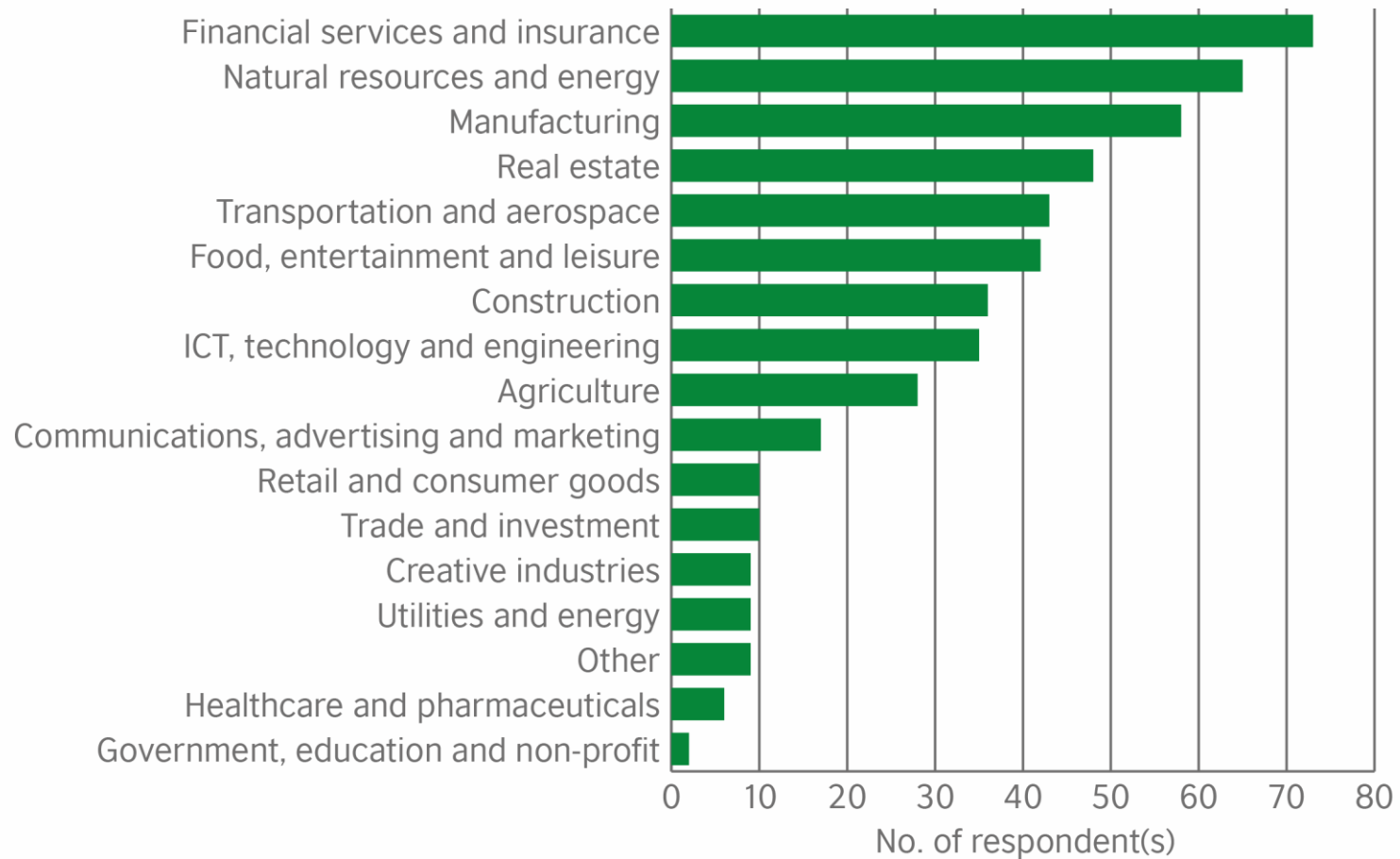
Italy	-0.2%
Thailand	-0.2%
Iran	-0.4%
Germany	-0.6%
Greece	-0.9%
Russian Federation	-1.7%
Poland	-2.1%
Republic of Korea	-2.4%
Taiwan	-2.5%

Nigeria employer survey

Size of employer companies



Survey respondents: Employer sectors



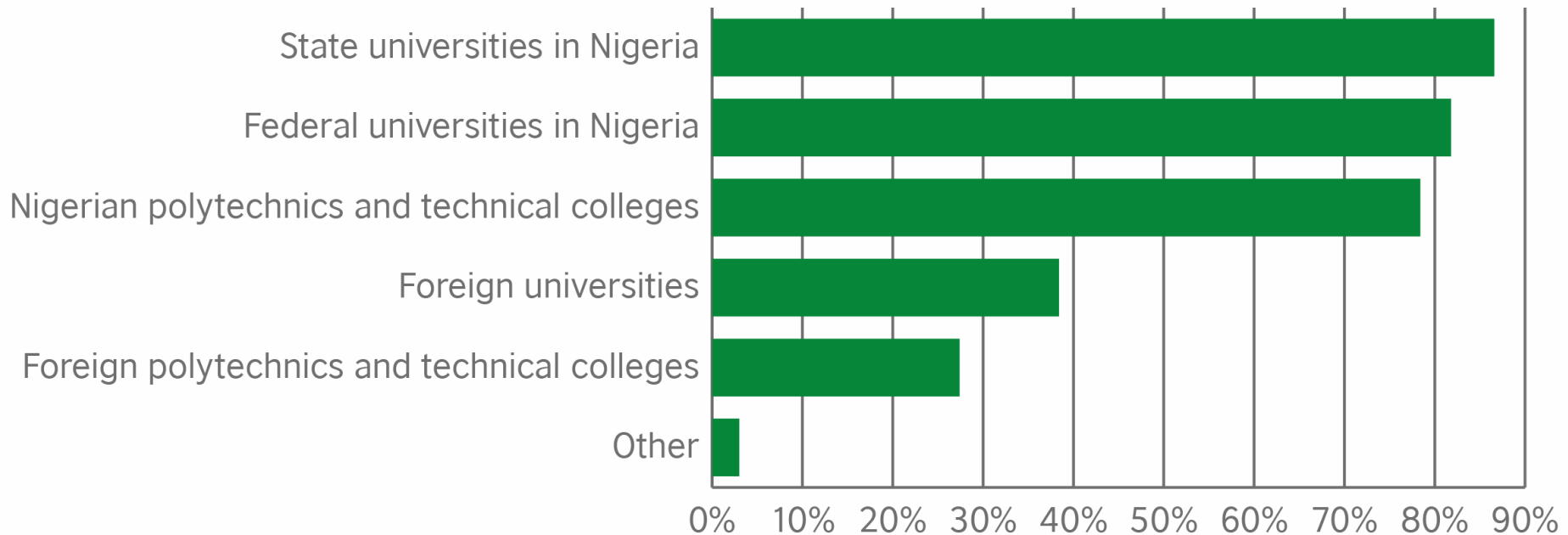
Survey findings

New and potential employee qualifications

Preferred academic backgrounds of entry-level employees

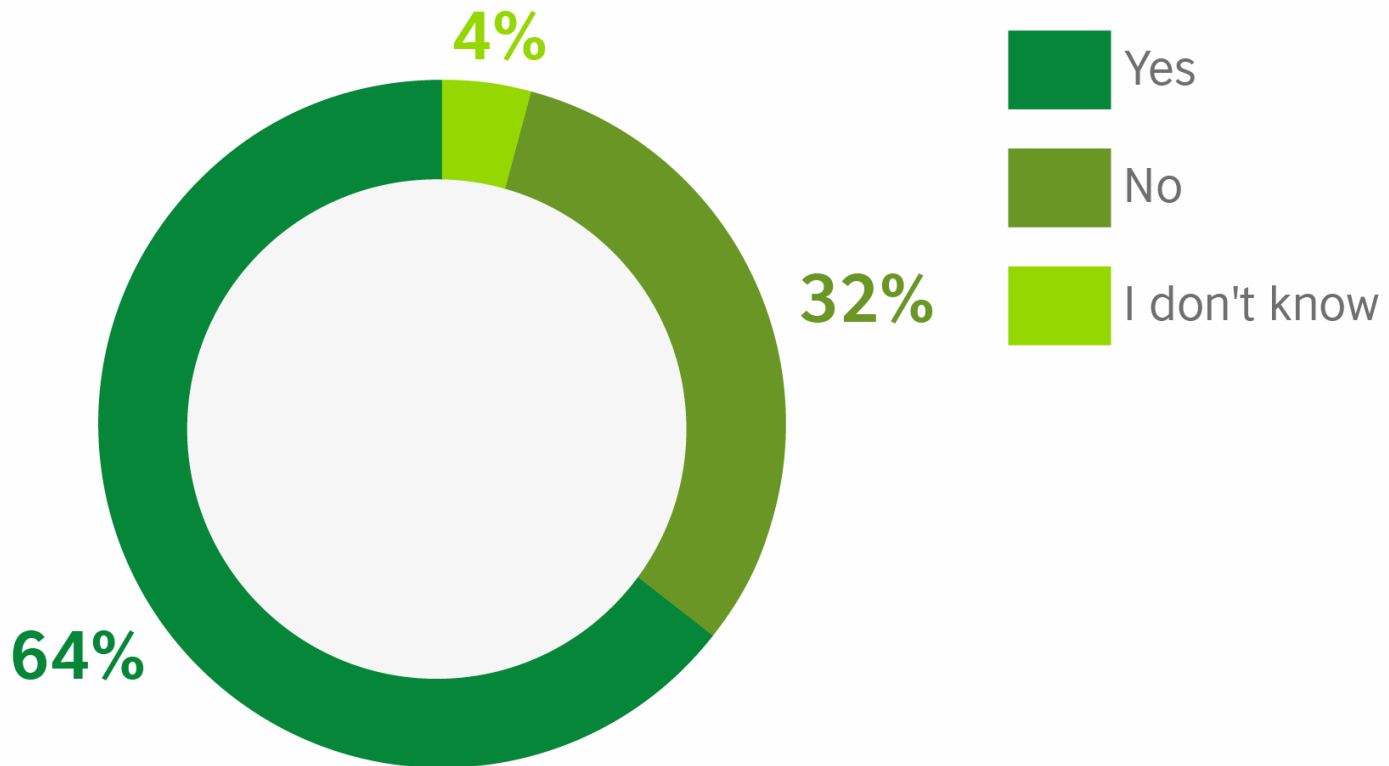
	Agriculture	Manufacturing	Construction	Natural resources and energy	Financial services and insurance	ICT, technology and engineering
Agriculture	93%	19%	3%	3%	10%	3%
Business and Management	39%	67%	53%	40%	96%	29%
Construction	0%	21%	86%	6%	14%	20%
Creative Industries	0%	29%	8%	6%	37%	11%
Education	32%	16%	6%	9%	60%	11%
ICT	29%	47%	14%	16%	51%	89%
Manufacturing	18%	78%	3%	12%	16%	11%
Mining, Natural Resources and Energy	25%	24%	8%	66%	12%	17%
None	0%	5%	3%	10%	4%	3%
Other	0%	2%	0%	10%	0%	9%

Source of newly-graduated employees

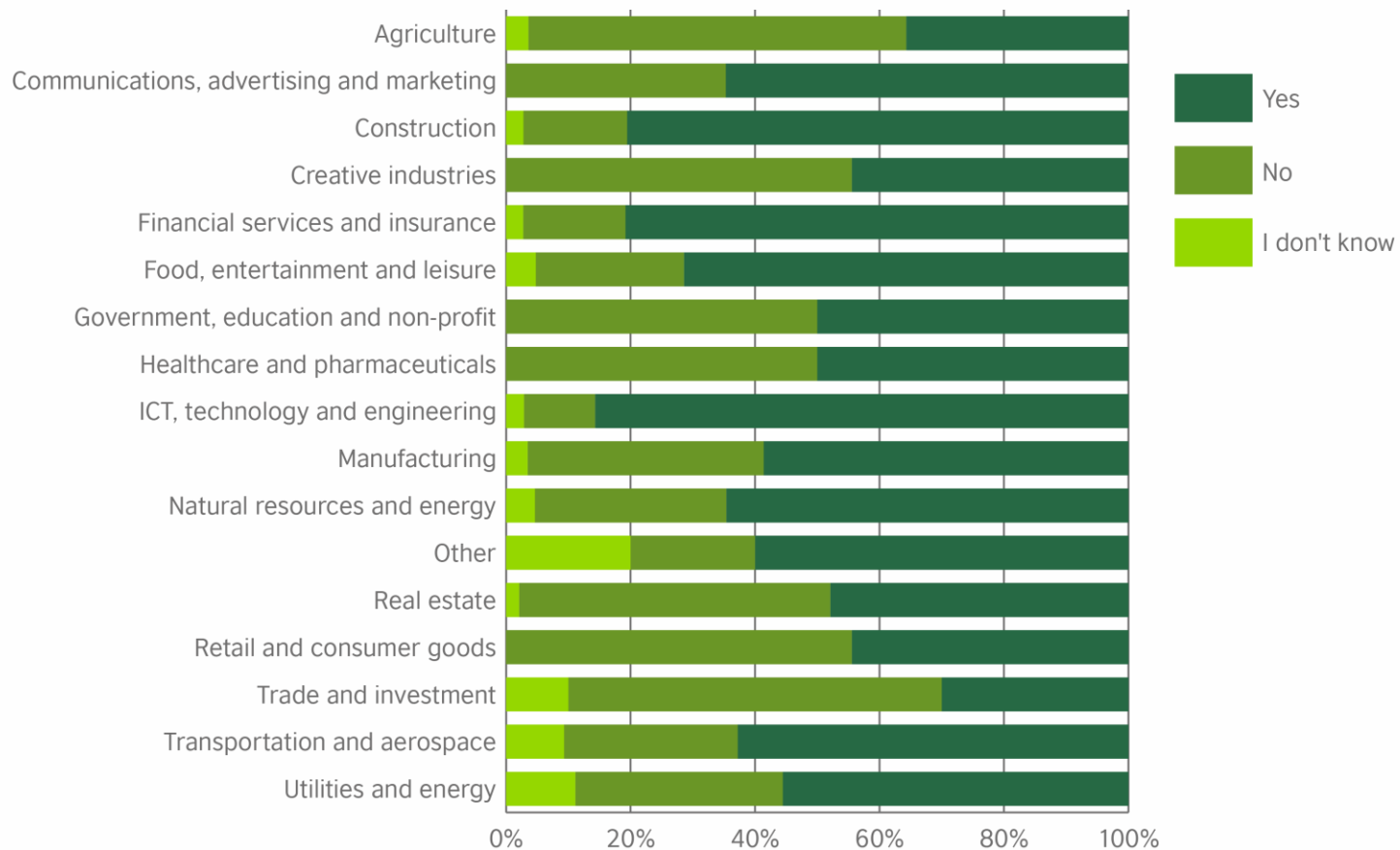


Identifying and understanding the skills gap

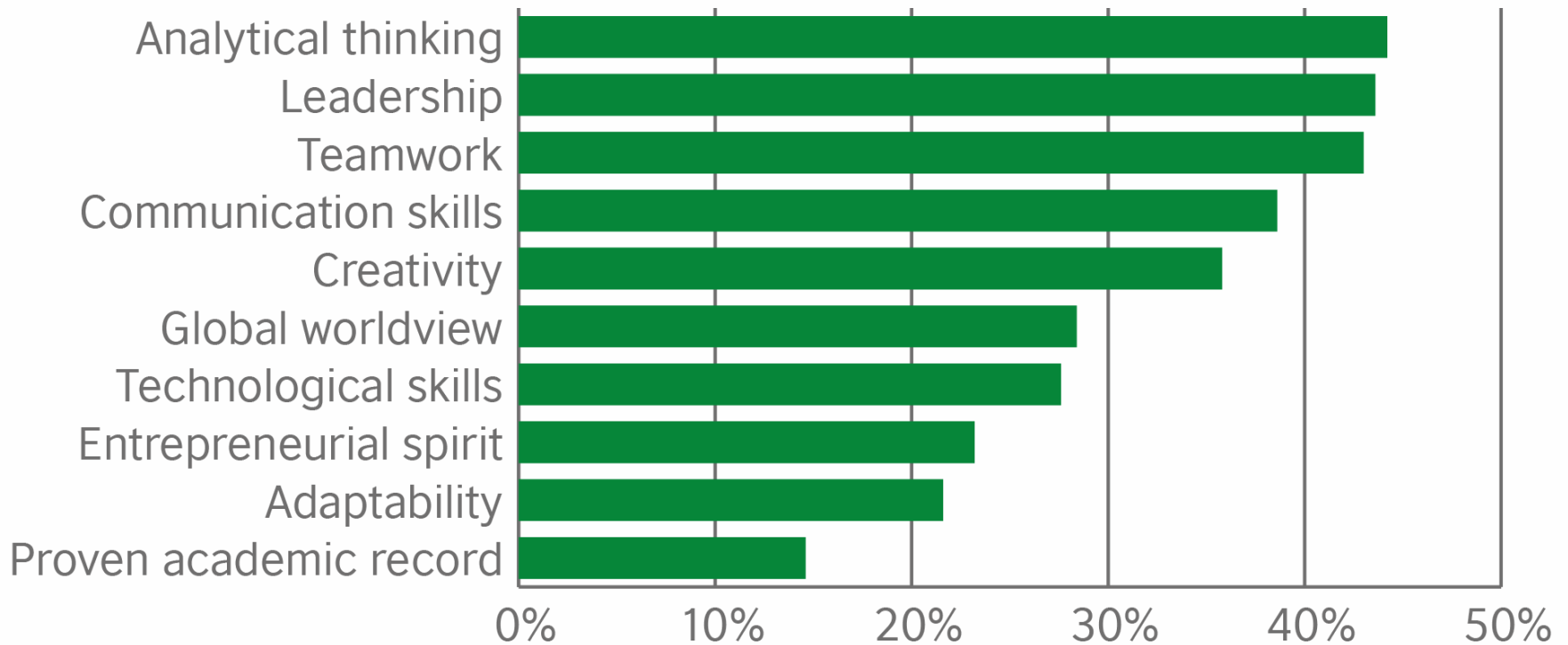
Perceived presence of a skills gap



Perceived presence of a skills gap, by sector

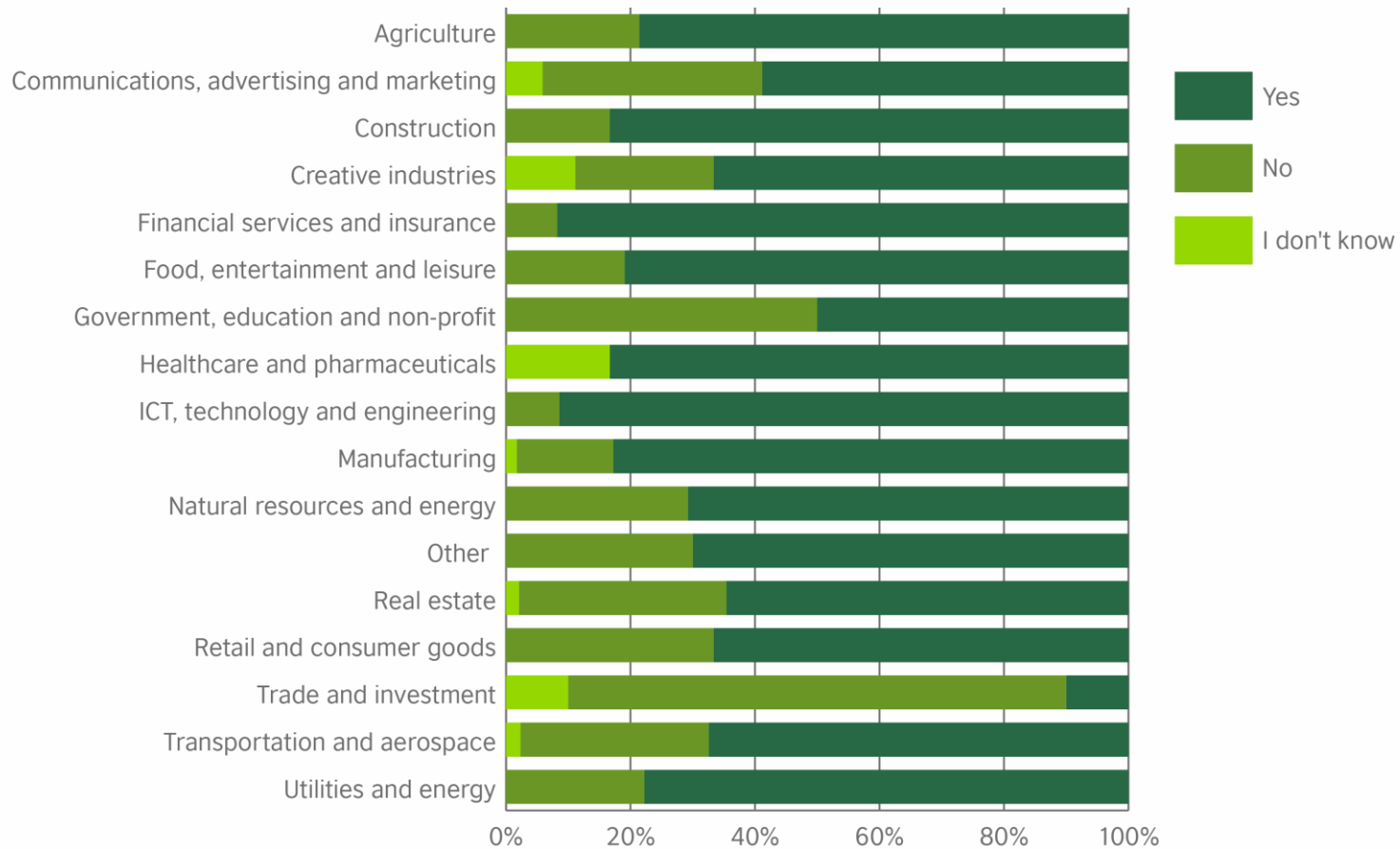


Qualities lacking in employees

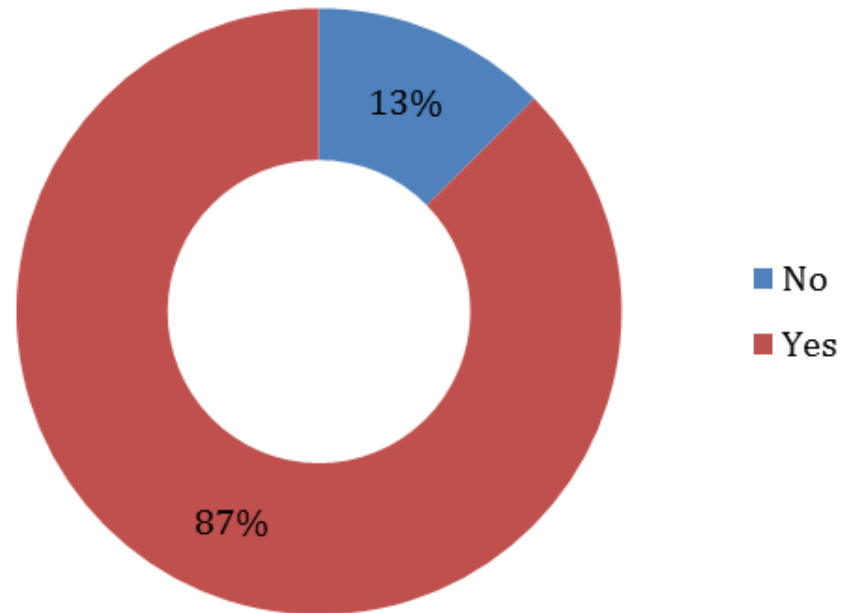


Resolving the skills gap: Attitudes towards training and development

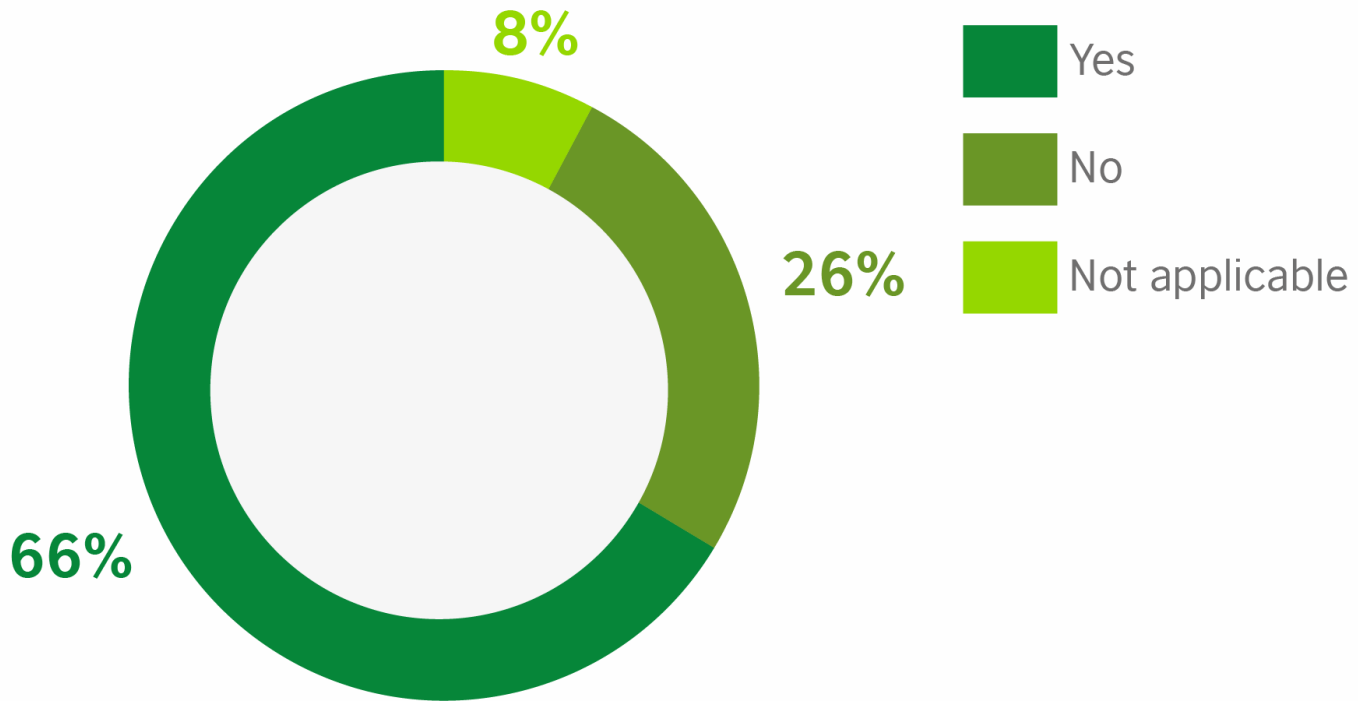
Sector provision of in-house training



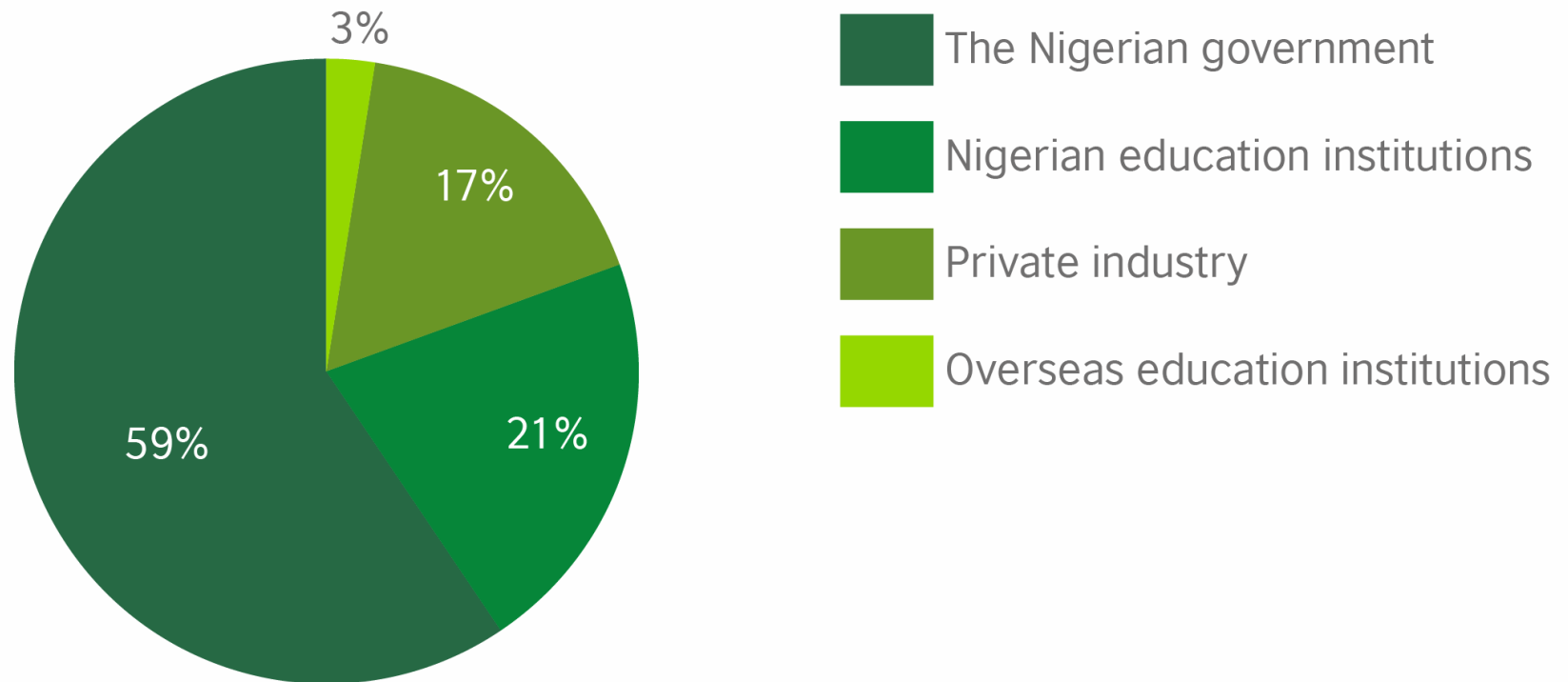
Partnering and delivery of programmes to create highly skilled graduates



Development of internship programmes or in funding research



Contribution of stakeholders to closing the skills gap



Thank you!