

# Private Sector Driven Dual Vocational Training (DVT)

Improving the quality of vocational training and employability of young Nigerians.

## The challenge

The long-standing focus on Nigeria's extractive sector has resulted in considerable neglect to other sectors with higher employment potential including construction and agriculture. The lack of adequately qualified staff and independent operators in these employment-intensive sectors is a major hindrance to their development. The programme Skills Development for Youth Employment – SKYE seeks to improve prospects for young Nigerians to gain employment in these growth areas by providing opportunities for focused learning and hands-on skills acquisition.

The challenges that SKYE addresses include increasing the relevance of technical and vocational education and training (TVET) on offer for employers and apprentices, as well as providing certified training programmes consistent with the National Skills Qualification Framework (NSQF).

Currently, TVET focuses more on knowledge than practical, work process-oriented skills acquisition, leading to a mismatch between supply and demand for skilled labour. Although employers are critical of the quality of TVET graduates, they play little or no role in shaping or improving the TVET system. Occupational standards only partly reflect the labour market needs. The introduction of NSQF in 2013, and the subsequent formation of Sector Skills Councils have been a big step forward. However, TVET has not yet received sufficient attention and funding to play out its strengths of increased focus on the generation of broad-based, decent employment opportunities, and stronger linkages with labour markets.



Project Name	Dual Vocational Training (DVT) Component of the programme Skills Development for Youth Employment - SKYE
Commissioned by	German Federal Ministry for Economic Cooperation and Development (BMZ)
Implementing Organisation	sequa gGmbH
Project Area	Nigeria – Abuja, Anambra, Lagos, Ogun
Political Partner	Federal Ministry of Budget and National Planning
Project Duration	July 2019 to April 2022
Financial Volume	3.9 Million Euro

## Our approach

This component addresses the challenges of TVET through the promotion of a cooperative approach to vocational training. Dual vocational training (DVT) offers opportunities for combining training centre learning with workplace-based training. The combination of theory and practice gives trainees a head start into employment since they acquire technical knowledge and gain hands-on experience by the time training is completed. This approach will significantly improve the employability of young Nigerians.

Apart from ensuring the sustainability of established DVT offerings in **Industrial Electronics, Industrial Mechanics, Technical Facility Management** and **Office Administration**, new DVT courses are being developed for the construction sector, namely in **Masonry, Carpentry & Joinery** and **Plumbing Installation & Maintenance**.



Photos left & right: Craftspersons at a workshop developing occupational profiles for construction occupations at FOCI, Abuja in 2019



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Photo left: Carpenters demonstrate their skills at the 2019 iCreate Skills Fest in Lagos state.

Photo right: Electricians at FSD training Centre, Lagos state.

To ensure sustainability and industry ownership, this Component will enhance the capacity of chambers of commerce and industry, business associations and their members to become active DVT drivers and providers.

SKYE's focus on DVT is reflected by a set of commitments:

- Strengthening the role of chambers and associations in marketing DVT to members and improving their capabilities for organising and coordinating training
- Raising capacities of trainers and in-company instructors through training of trainers (ToTs), coaching and mentorship
- Piloting advanced teacher training with an emphasis on modern didactics in a blended learning approach
- Embedding DVT in the NSQF and mainstreaming its implementation to reduce dependence on external support
- Developing updated curricula and teaching and learning material for DVT courses.

In response to increasing interest in longer-term training for solar photovoltaic (PV) installers by industries, chambers of commerce and vocational training centres, the project additionally supports the establishment of a new occupation, provisionally named as **Electrical and Solar PV Installation & Maintenance** and is developing the corresponding occupational standard. This initiative is jointly promoted by the Nigerian-German Chamber of Commerce (NGCC) and two other GIZ programmes funded by BMZ and the European Commission – Nigerian Energy Support Programme (NESP), and the Strengthening Resilience in North-East Nigeria programme.

## Envisaged impact and targets

- Development and implementation of 7 DVT courses
- Provision of DVT to 400 trainees
- Training of 90 trainers and 10 master trainers
- Training of 15 in-company instructors
- Provision of advanced training in didactics for 50 teachers of professional practice.

## Achievements to date

SKYE's DVT Component has established a community of trust and practice among 6 participating chambers and associations, namely ACCI, FOCI, LCCI, NGCC, OGUNCCIMA, and ONICCIMA. Each is poised to roll out up to 4 DVT courses from among the 8 supported by the Component.

Cooperation has been established by FOCI to set up an interim facility for the FOCI Skills Academy in Abuja, initially hosted by Julius Berger Nigeria Plc. Determination of investment needs, operating costs and revenue for three training academies for DVT in three construction trades is progressing. National Occupational Standards (NOS) and newly developed occupational profiles for selected construction trades have been validated to meet employers' expectations and development of teaching and learning materials for the Masonry profile is underway.

Partners have established timelines for DVT delivery and partnership agreements for support facilities are being established. The review of existing standards and training materials have been concluded while closing of gaps identified in the materials is in progress.

## Partners

ACCI	Abuja Chamber of Commerce & Industry
FOCI	Federation of Construction Industry
LCCI	Lagos Chamber of Commerce & Industry
NGCC	Nigerian-German Chamber of Commerce
OGUNCCIMA	Ogun State Chamber of Commerce, Industry, Mines & Agriculture
ONICCIMA	Onitsha Chamber of Commerce, Industry, Mines & Agriculture

Published by sequa gmbH  
Dual Vocational Training Component

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As at June 2020

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Photo credits Federation of Construction Industry (FOCI) and GIZ Nigeria  
sequa gmbH is responsible for the content of this publication.

On behalf of Deutsche Gesellschaft für  
Internationale Zusammenarbeit (GIZ) GmbH  
with funding from  
German Federal Ministry for Economic  
Cooperation and Development (BMZ)

In cooperation with Federal Ministry of Budget and National Planning