

MAFITA

Strategies for the Reconstruction of Northern Nigeria

Washington DC

7-8 April 2016

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Mafita – Mu farka ga mafita

The basics...

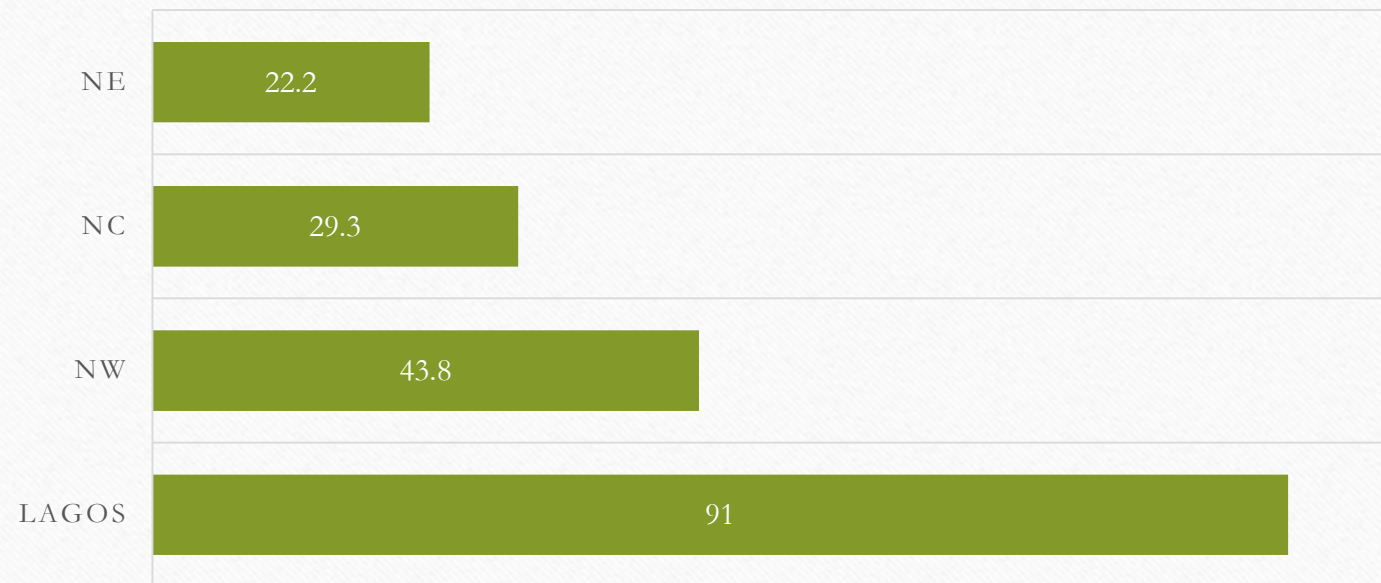
- Access to economic opportunities by the youth in Northern Nigeria is being constrained by the inter-play of at least four factors.
- **Size and structure of the focal economies** which offer only limited scope for creating new high value-added enterprises with potentials to generate high income jobs for millions of youths.
- **Dearth of skills & entrepreneurial competence** occasioned by a poor public education system which produces skills that are not aligned to industry requirements.
- Numerous **obstacles posed by culture, religion and patriarchy** that exclude a large segment of the society from participating in economic opportunities.
- **Political and religious conflicts**

The Northern Economy

- Small [estimates: US\$95.3 billion pre-rebasing]
- Less than 30% of the national GDP [52.9% of the Nigerian Population!]
- Only slightly bigger than Lagos at US\$91 billion [population 10-15 million]
- Indeed Lagos GSP [US\$91billion] exceeds NW + NE GSP combined [US\$66 billion]
- Per capita GSP approx. US\$ 6,066 [Lagos]; 1,290.8 [NC], 1,042 [NW] and 1,009 [NE]

The economy (contd.)

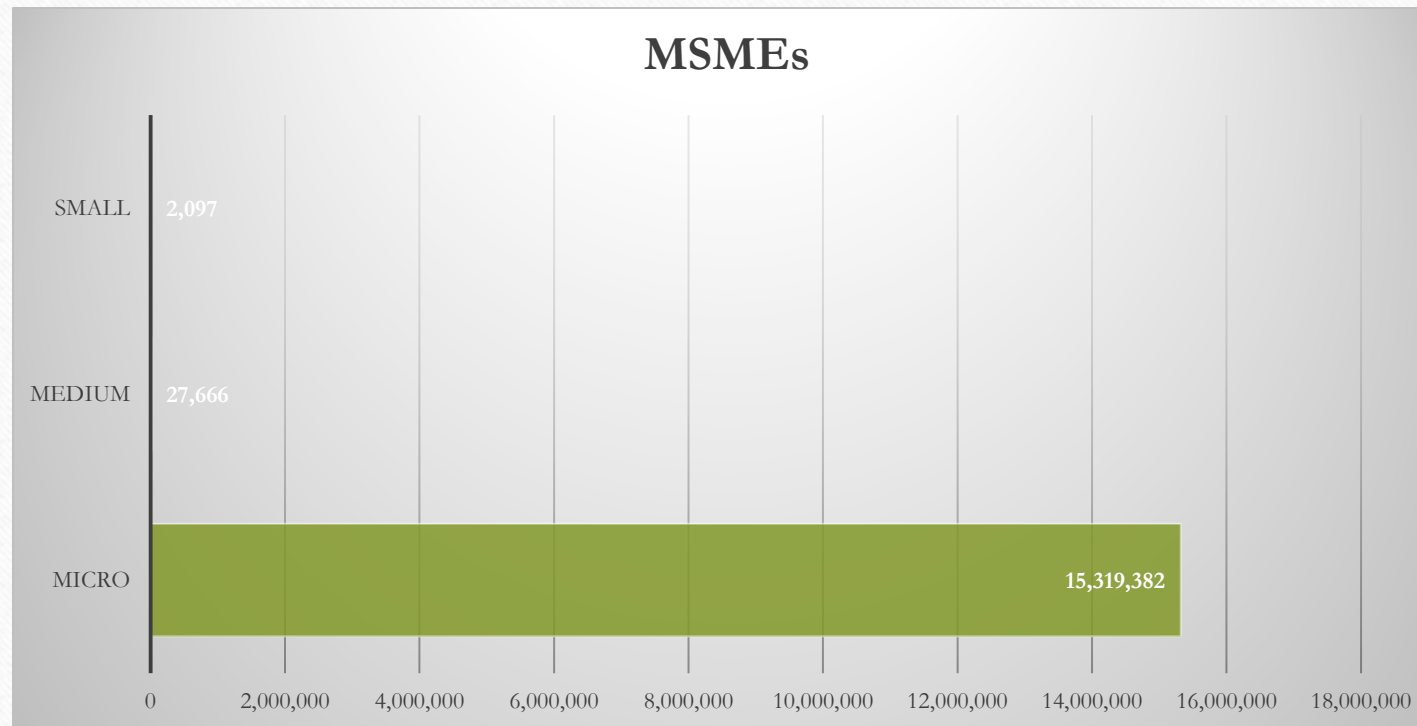
GSP US\$BILLION



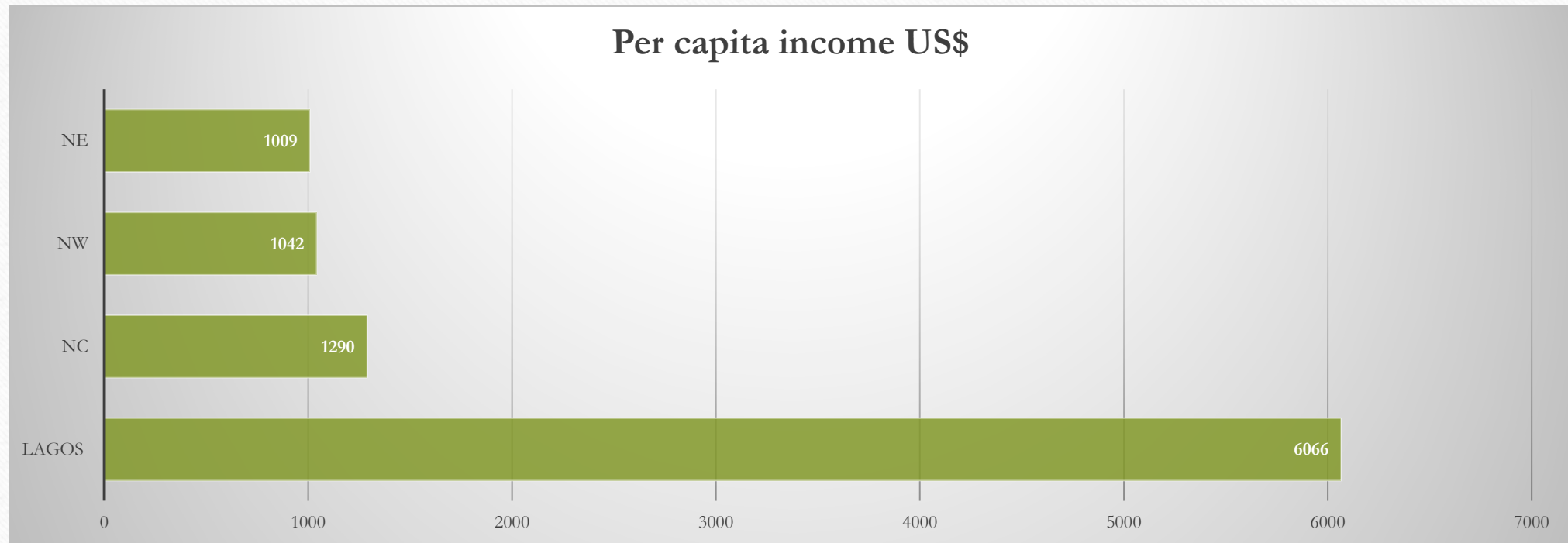
The economy [contd.]

- undiversified [largely agrarian. Agriculture as proportion of GDP varies from approx. 50%-80%]
- Commerce and services less significant: value of wholesale and retail trade approx. N916.7 in 2009. Compare South West with value approx. N2 trillion. North West major trading zone. [chart]
- Informal sector diverse and strong: more than 15 million micro enterprises while formal sector remains depressed having suffered de-industrialization.
- Small and Medium Enterprises limited: 27,666 and 2,097 respectively

The economy [contd.]



The economy [contd.]



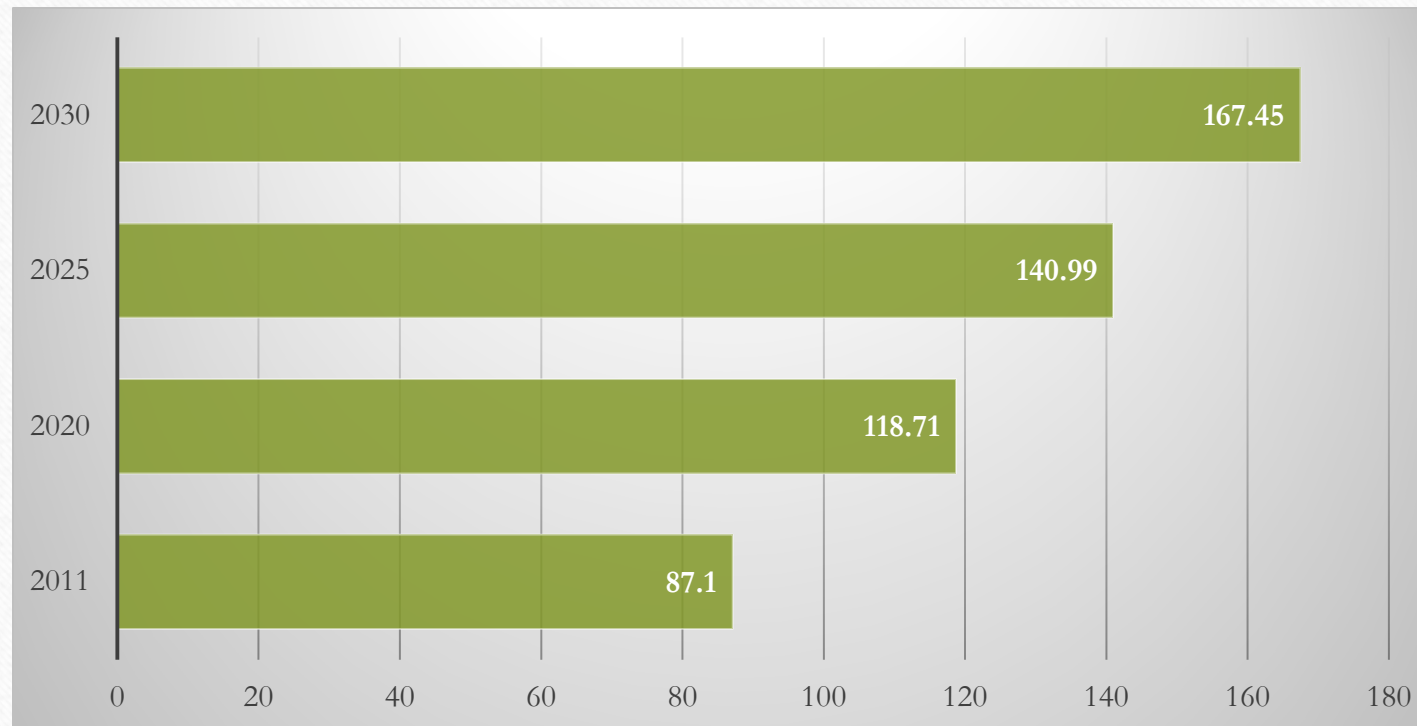
The Demographic Challenge: 'youth bulge'

- Demographics:
 - projected population [2011]: approx. 87 million
 - 52.9% of Nigeria
 - >118 m by 2020, >140 m by 2025 and nearly 170 m by 2030.
 - Number of new babies progressively increases from approx. 500 per day per state to nearly 700 per day per state by 2025
 - Approximately 100,000 new entrants into the labor market from each of the 19 states per year [average]
- Youthful population with high dependency ratios:
 - Approx. 70% of population <30 years
 - Approx. 42 million are dependents [below the age of 15 or above 60 years]

Capacities and competencies

- Northern States have poor education outcomes. For example
 - Net Attendance Ratios [primary school] are low at 44.4 [Katsina], 64 [Kaduna], 66 [Kano] and 50.4 [Jigawa]
 - Transition to tertiary education similarly low: annually more than 70% of senior secondary school leavers will not be eligible to enrol into tertiary institutions but will join the labour market, unskilled and with very limited education
 - Literacy rates for selected states are: 58% [Kaduna], 38% [Katsina] and 37.4% [Kano];

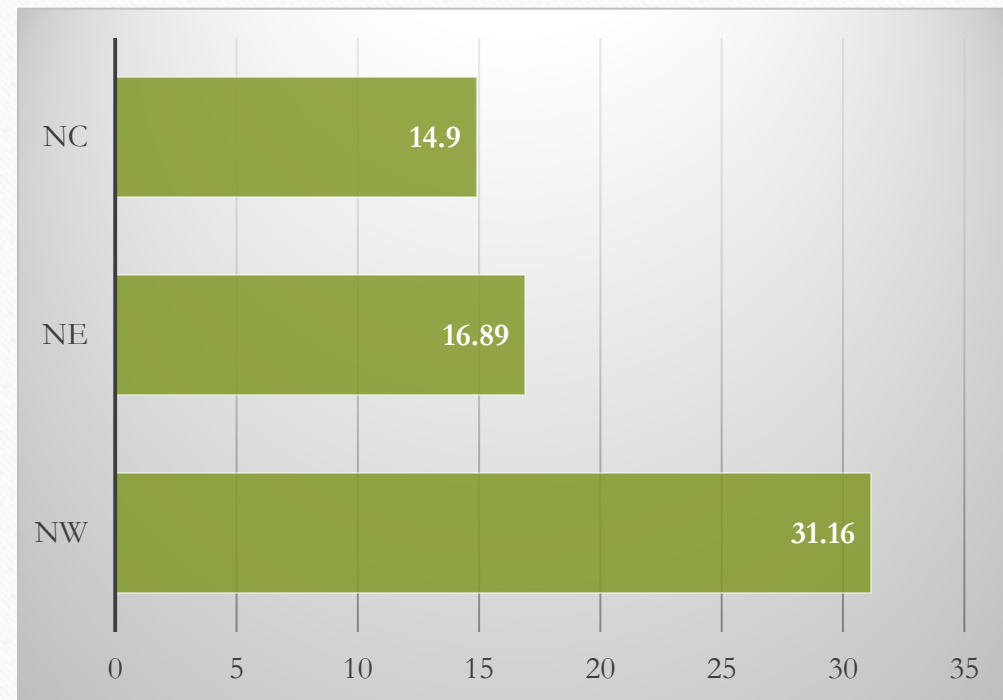
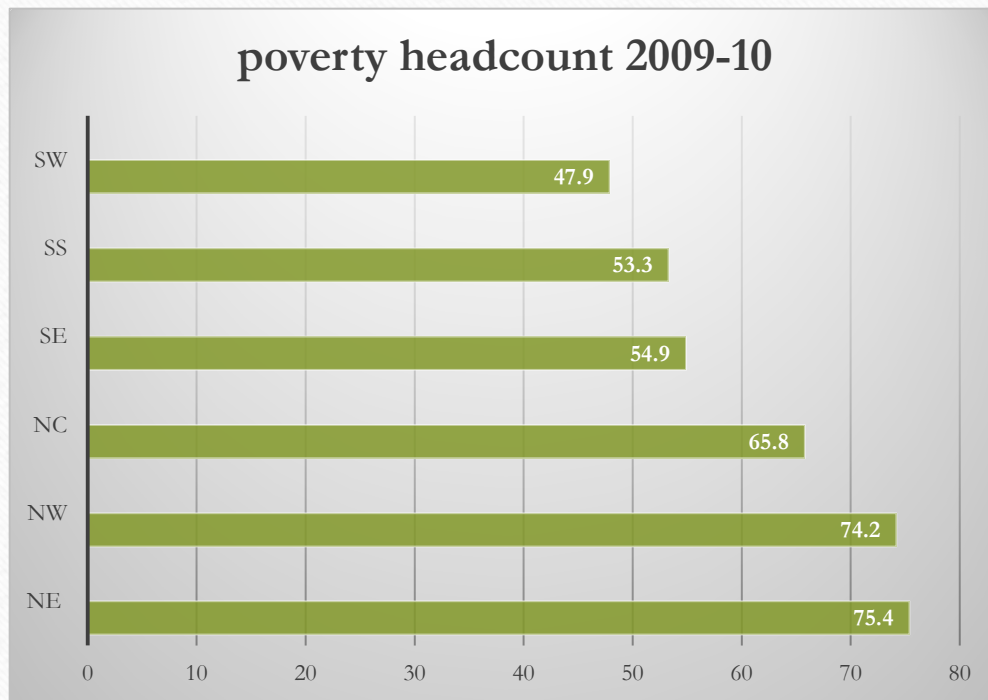
Northern Nigeria: projected population 2011-2030



Poverty and Unemployment

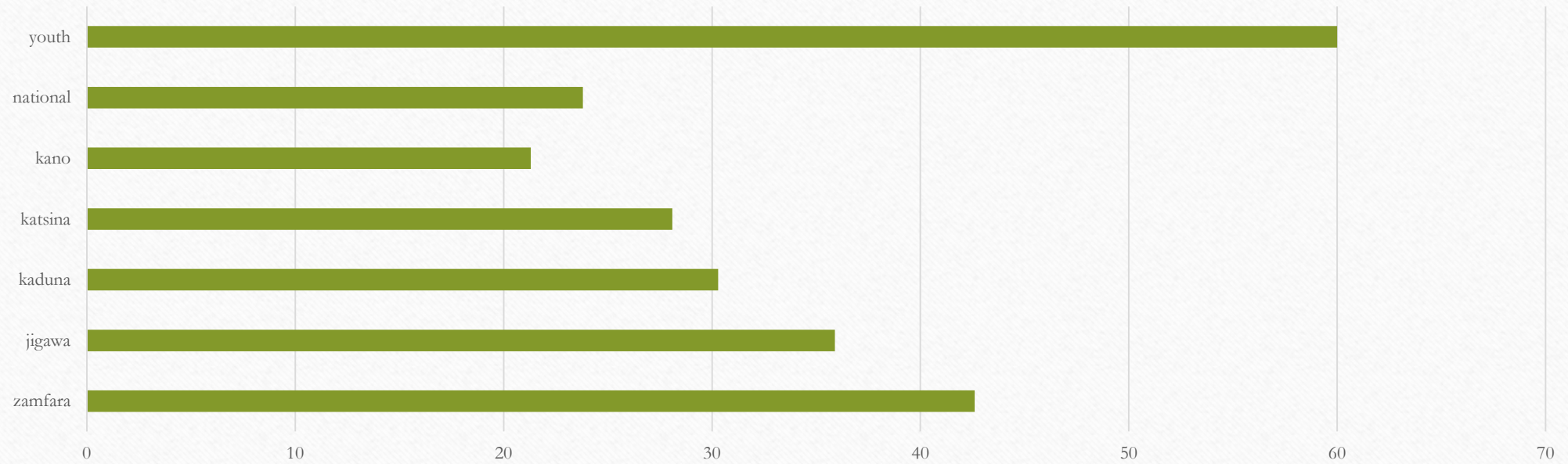
- The Northern States have higher poverty rates than their Southern counterparts. Poverty rates are 75.4%, 74.2% and 65.8% for the North East, North West and North Central respectively. In the South, the South East records the highest rate of 54.9%
- There are more than 62 million people living in poverty in Northern Nigeria. More than 50% of these are to be found in the Northwest zone.
- Zamfara, Katsina, Kaduna, Jigawa have rates of unemployment above national average. Youth unemployment rate is above 60%

Poverty: head count and population in poverty



Unemployment

unemployment rate



Skills provision as panacea :

Assumption: provision of quality and market-relevant skills to youth will enhance their access to the labour market and hence to better economic opportunities

Many Northern States took steps to empower their youth by providing skills. Efforts include

- Integration of QS and Western Education [to provide basic numeracy and literacy skills to *Almajirai* with a population in excess of nine million]
- Increase in the number of technical colleges [Kano State increased the number from 5 to 44!]
- Proliferation of skills acquisition, empowerment etc. schemes
- The Women Development Centres etc. set up in virtually every local government area in the north

The challenge of skills provision in Northern Nigeria

- **Predominance of public sector in skills provision:** Private sector participation at all levels of vocational and technical skills training is virtually non-existent. As a consequence, formal skills training centers are left to depend entirely on scarce government resources.
- **Limited Capacity of Technical Schools:** The vocational and technical colleges have inadequate absorptive capacity. Current enrolment in all technical and vocational schools in the states is less than 10% of the student population attending the senior-secondary equivalent of the technical schools.
- **Poor Perception of Vocational Skills:** Enrolment into the technical schools is not only limited but does not always attract the best from the Junior Secondary Schools. This is partly cultural because of the perception that technical education leads to a 'blind alley'. If the best are not attracted to these schools it is unlikely that the best will be produced. The net result is that the education system produces youth that are unemployable.

The challenges [contd.]

- **Proliferation of Skills and Empowerment Schemes:** There is a proliferation of State-run Skills Acquisition and Empowerment Schemes outside the TVET system which are un-coordinated, with bloated bureaucracy and a weak governance & regulatory oversight.
- Similarly, many of these schemes have only short-term political objective of paying political debt to party supporters without an overarching policy and longer-term strategy. They are highly politicized as the process of recruiting trainees is not always governed by well-established process and procedures.
- **Quality of Apprenticeships Schemes:** There are several apprenticeship schemes operating in the States. It is estimated that nearly 80% of all skills acquired in the informal sector are through the traditional apprenticeship system. However, there is no monitoring or regulatory mechanism to ensure quality of the training. There is also no certification.
- **Exclusivity of the formal skills delivery system:** The formal vocational and technical training system excludes a large segment of the society from participation with its focus on full time studies and stringent entry requirements

The challenges (contd.)

- **Lack of relevance:** Education system produces vocational skills that are not aligned to industry requirement. The result is a huge disconnect between the competences of the graduates and the skill needs and opportunities of the economy.

MAFITA

Overview

Mafita, a six-year DFID-funded programme with an initial focus on Kano, Kaduna, and Katsina, sets out to enable over 60,000 marginalised young people to find gainful employment or self-employment - 2016 is its pilot year.

The Mafita Vision

Marginalized youth and women are empowered to increase their economic opportunities and social inclusion.

The Mafita Mission

Mafita will work with stakeholders to improve access to quality training and links to employment for youth and women whilst supporting market systems to provide them with sustainable income generating opportunities.

The Target Beneficiaries

Age Group: 15-24

Other Youth

Irregular residency;
harassment,
intimidation; social
behaviour

Marginalisation

Lack functional social
networks and support
functions; stigma and
prejudice; subsistence
income earning

Adolescent & IQE Girls

Early marriage;
limited mobility;
health challenges

Almajirai

Seasonal migration;
street begging;
no/poor social
networks

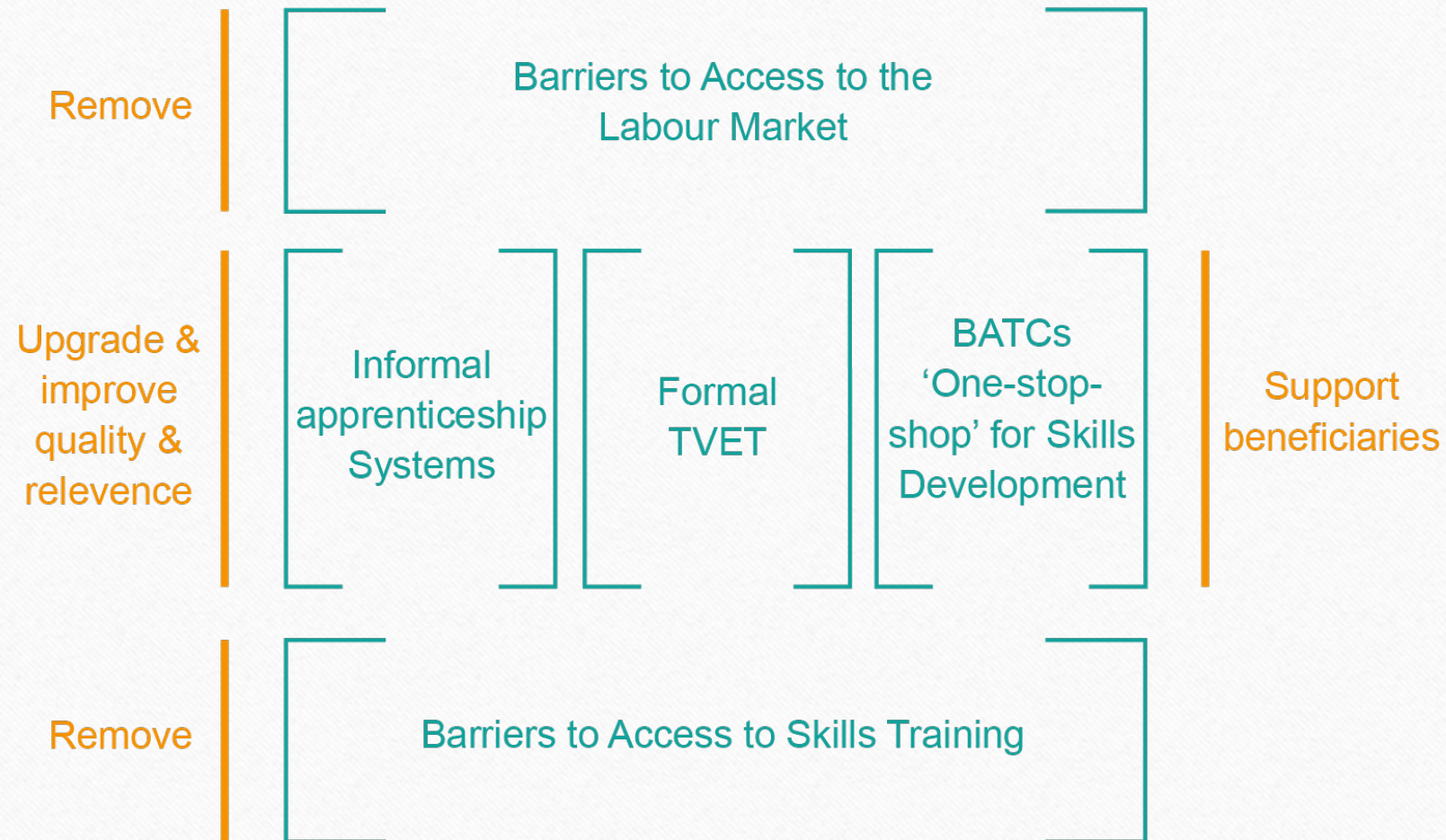
MAFITA's

Economic Opportunities Improvement Strategy

MAFITA will partner with public and private stakeholders to deliver *The Economic Opportunities Improvement Strategy* which has three broad components namely,

- **Improving access to economic opportunities of the marginalized youth by increasing their access to skills provision in both formal and informal skill delivery systems.** This component seeks to address all existing economic as well as socio-cultural barriers which we believe are key bottlenecks to wider change in order to improve access of beneficiaries to skills training.
- **Improving the Skills Delivery Systems both formal and informal:** The objective of the second component is to enhance the capacity of the skills delivery systems through innovate approaches and to ensure the delivery of relevant and quality skills and competencies. The three skills delivery systems MAFITA will seek to improve are the **Traditional Apprenticeships, TVET and the *Second Chance Training Centres*.**
- **Improving access to labour market:** The third component aims to address identified bottlenecks to business creation and growth and improve access to labour market by MAFITA beneficiaries who have undergone skills training.

Mafita is reaching its target groups on three intervention levels



• *Mafita removes the barriers to access of training*

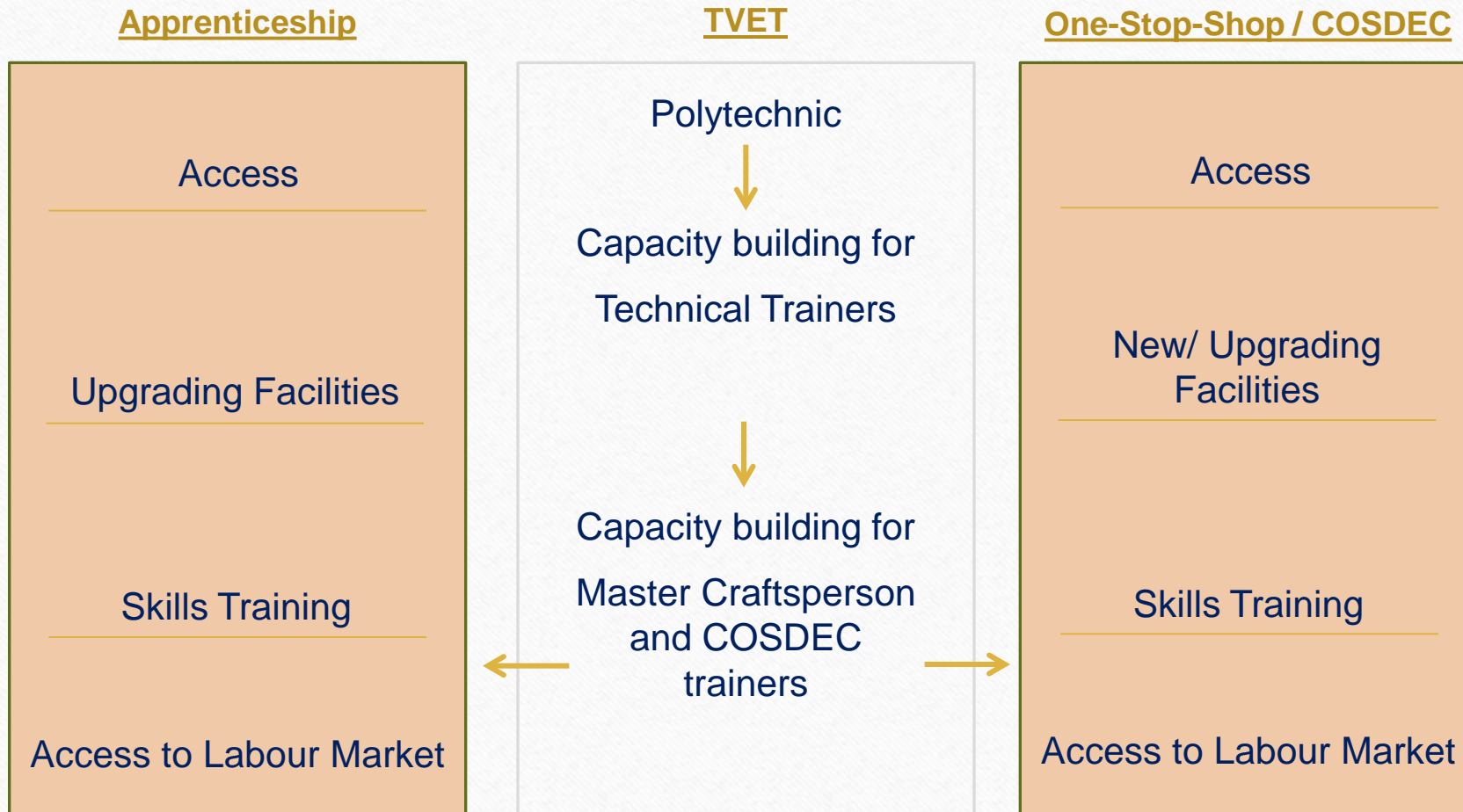
Barriers

- Most of the target groups do not meet the entry requirement into the existing formal skills delivery systems
- Insufficient foundation skills (literacy/numeracy)
- Many Almajirai and adolescent girls cannot commit sufficient time for skills training
- Target groups are stigmatized
- Limited access for young females to formal skills delivery systems (facilities and reluctance)
- Opportunity cost of training (high costs, low or no remuneration) / higher income from begging
- Technical and vocational training (blue collar) not attractive to youth

Intervention to Remove Barriers

- Awareness creation and advocacy on benefits of skills development for economic growth and improved income
- Facilitate community ownership and governance of training institutions
- Move skills provision closer to targeted beneficiaries communities
- Adjust training cycles to match beneficiaries' time availability
- Provide incentives for beneficiary's care givers to release the youth for training
- Collaborate with relevant stakeholders and partners for provision of foundation skills
- Facilitate removal of stigma attached to specific beneficiary groups

Upgrading and improving of quality of skill delivery mechanisms will provide relevant skills for the beneficiaries



Summary of Interventions

- *Policy and Strategy on Skills and Job Creation:* Mafita will support the State Governments to establish appropriate policy and institutional frameworks for introduction of active skills development and employment strategy, particularly for the marginalized youth.
- *The Community Skills Development Centres:* Mafita will facilitate the re-modelling of selected Basic Apprenticeship Training Centres in Katsina and Kaduna as ***'Community Skills Development Centres'*** [COSDECs]. The COSDECs will be designed to operate as a ***'One-Stop-Shop'*** skills delivery facility offering vocational, entrepreneurial and other skills training to the beneficiaries.

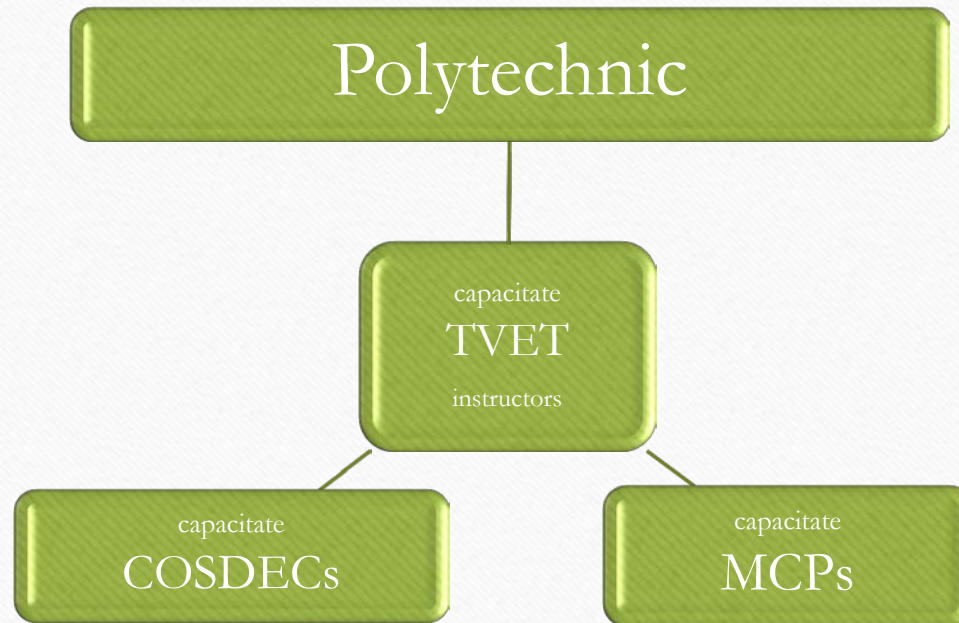
Summary of Interventions [contd.]

- ***The Integrated Training-the-Trainer Intervention:*** Mafita will partner with the State Governments to upgrade and re-model selected Government Technical Colleges as training hubs for the training of Master Craftspeople and COSDECs instructors.
- ***The Apprenticeship Cluster Training:*** MAFITA will design an intervention based on an alternative skill delivery mechanism, in the informal sector, that will be tailored to suit the peculiar circumstances of the marginalized youth. Indeed, given the dominance of the informal sector in the economy of the state, improving the quality of skills acquired by marginalized youth in the sector will be essential for the overall success of MAFITA strategy.

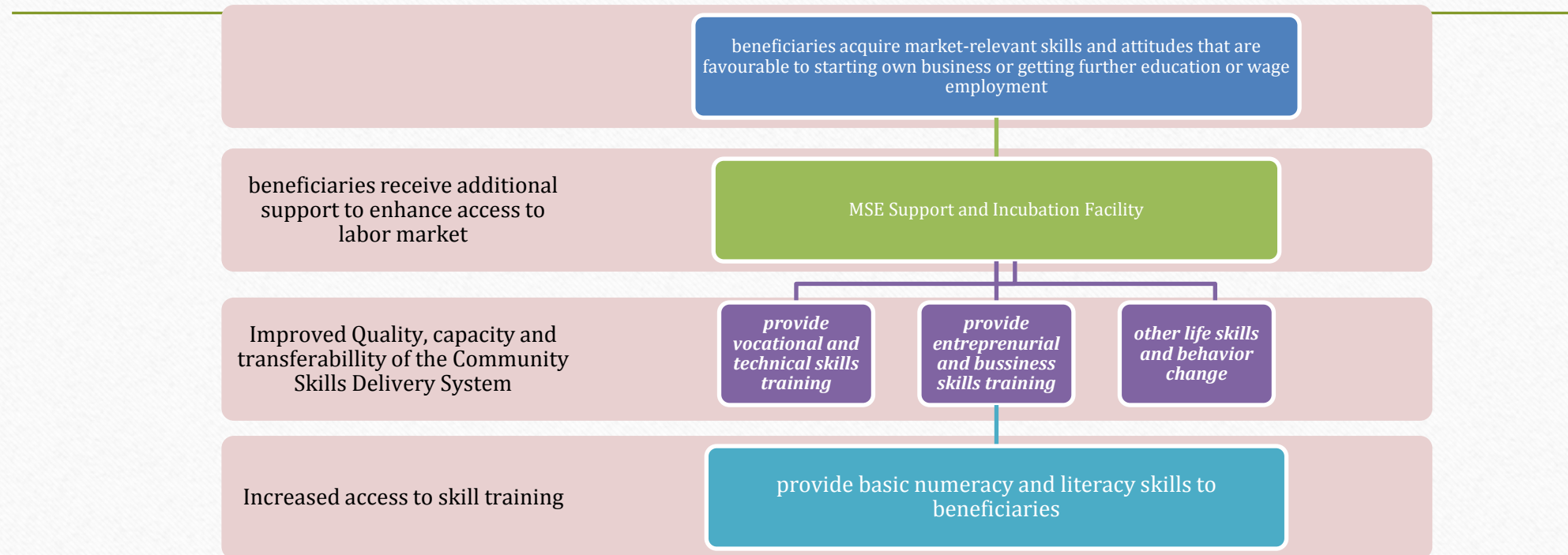
Summary of Interventions [contd.]

- *Access to Finance:* Among the key issues affecting the performance of MSEs in Nigeria is the dearth of financial products for these groups. Mafita will facilitate the design of an effective Access to Finance [A2F] strategy that will improve the capacity and helps Micro Finance Banks/Micro Finance Institutions to better serve Mafita beneficiaries and deliver appropriate products that suit the needs of the Micro and Small Enterprises. [MSEs]
- *Access to Business Development Services:* [A2 BDS] Mafita interventions will seek to ensure that training graduates that opted for self-employment are supported to develop their ideas into viable start-up businesses. Mafita will also identify transformative MSEs and facilitate their access to BDS and financial services so that they grow their businesses and create job opportunities for Mafita beneficiaries.
- *Training to Work:* the youth faces the problem of too little information about job vacancies and job requirements. This intervention aims to support the Mafita training graduates seeking paid employment enabling them to access the labour market and be gainfully and sustainably employed.

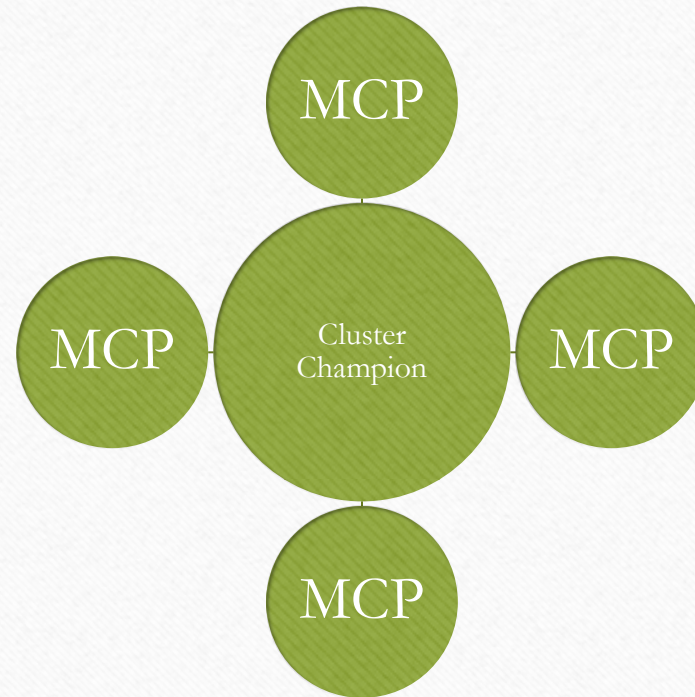
The Integrated training-the-trainer model



The Community Skills Development Centre – Model [*the one-stop-shop*]



The Apprenticeship Model



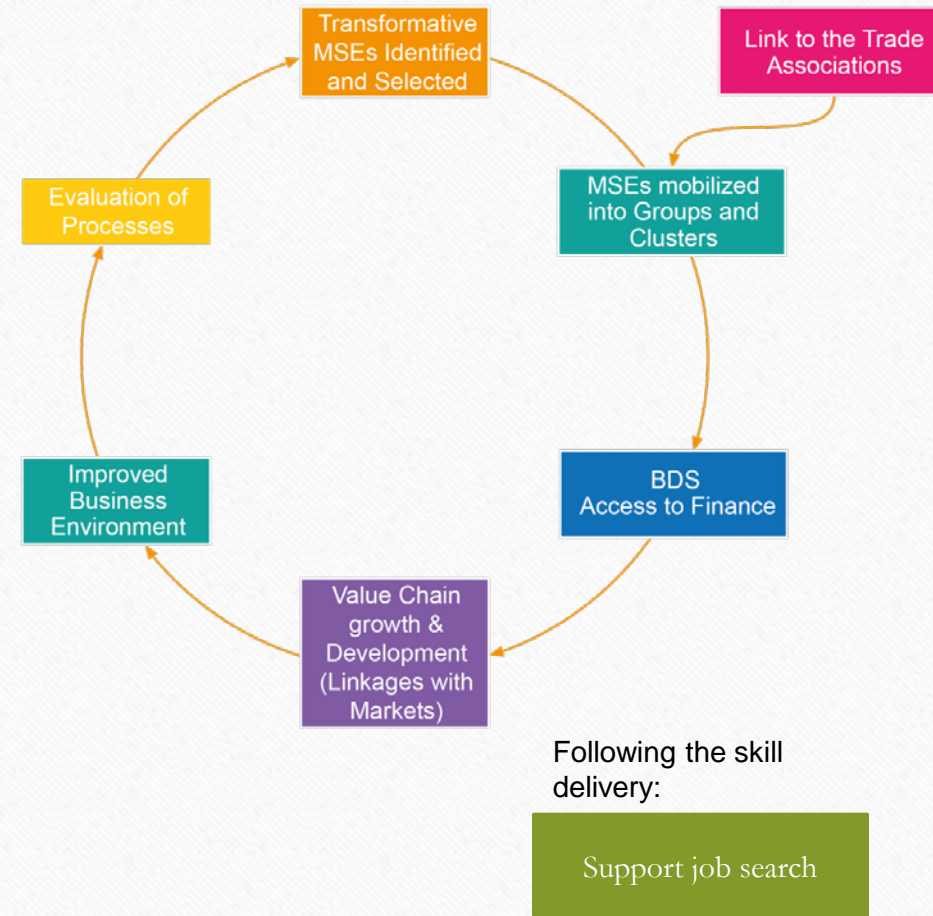
Mafita supports the access to the labour market through the facilitation of access to finance, BDS and job placement services

Barriers

- Job seekers have no information about job opportunities and requirements
- Limited financial literacy
- Low entrepreneurship skills
- Firms too small to attract quality support services
- Regulatory environment unclear and not conducive to MSE growth
- Cost of capital too high (no collateral, etc.)

Low potential for firm growth

Intervention to Remove Barriers



Mafita champions innovative approaches to equip marginalised youth with marketable and relevant skills

- Train-the-trainer model bridges the gap between the formal TVET and apprenticeship / COSDEC systems
- Formalization of apprenticeship system (accreditation of skills – serves as quality indicator for home-based and other training opportunities)
- One Stop-Shop – integrated facility providing skill and entrepreneurship training, financial tools, life skills and job placement support
- Trade Associations are key “brokers” – e.g. pool MSEs to create critical mass of firms (clustering and networking)
- Community governance structure of COSDECs gives accountability, relevance and ownership to the model

The Milestones

- State Level Needs Analysis –including Skills Gap and Market Analysis-completed (September 2015)
- MAFITA and State Governments [Kaduna, Katsina and Kano] signed MoU on the implementation of mutually agreed interventions [January 2016]
- MAFITA and Trade Associations signed MoU on the implementation of mutually agreed interventions [February 2016]
- Skills Development and Job Creation Policy and Strategy being designed for the focal states