



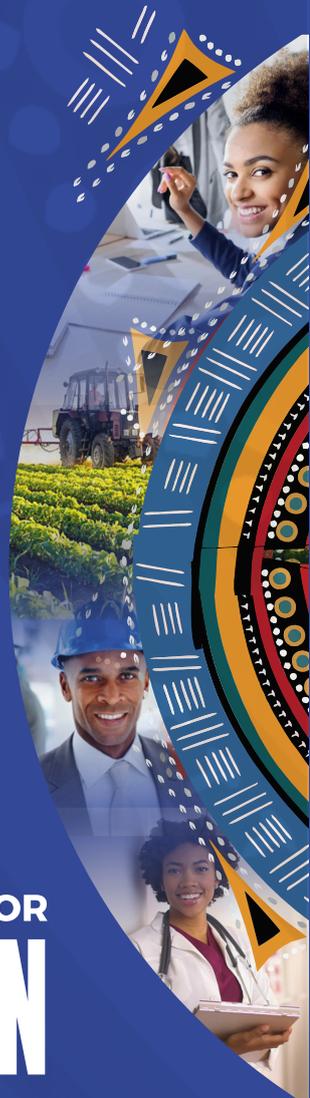
**LSETF**  
LAGOS STATE EMPLOYMENT TRUST FUND

SKILL DEVELOPMENT | ACCESS TO FINANCE | INNOVATION

EMPLOYMENT SUMMIT

SHOWCASING  
LEADING PRACTICES FOR  
**JOB CREATION**

# REPORT



# EXECUTIVE SUMMARY



According to the African Development Bank Group, Africa's youth population is rapidly growing and expected to reach over 830 million by 2050. If properly harnessed, this increase in the working age population could support increased productivity and more inclusive economic growth across the continent. But today, about 60% of young persons in Africa do not have stable economic opportunities. A greater cause for concern is that many women feel the sting of unemployment more sharply than men even when they have equivalent skills and experience.

According to the National Bureau of Statistics (NBS), Nigeria recorded its highest unemployment rate in the 3rd quarter of 2017 with an increase from 18.8% in the 3rd quarter of 2016 to 23.1%. In addition, 55.4% of young people aged 15-34 were either underemployed or unemployed compared to 52.6% in the previous year. Over the same period, 26.6% of women within the labour force were unemployed compared with 20.3% of men.

It is not far-fetched to deduce that the high unemployment rate especially among youth and women is a critical development chal

lenge facing many African nations and requires an urgent intervention.

Considering this, the Lagos State Employment Trust Fund (LSETF) hosted an employment summit on February 5th and 6th, 2020 at the Radisson Blu, Ikeja, Lagos. The theme of the summit was "Showcasing Leading Practices for Job Creation" and aimed at discussing remedies that address unemployment and the future of jobs in Africa showcasing notable interventions as case studies for learnings.

The summit had in attendance representatives of Governments across the 36 States in Nigeria and Africa, NGOs, Corporate Organisations, International Donor Agencies and Government Agencies responsible for addressing youth unemployment.

The specific objectives were to:

- Peer learning from industry experts for improved implementation of employability programmes;
- Influence government policy to improve results and outcomes for target groups

(women, youth, entrepreneurs); and

- Create links and partnerships with invited organizations through shared goals and objectives.

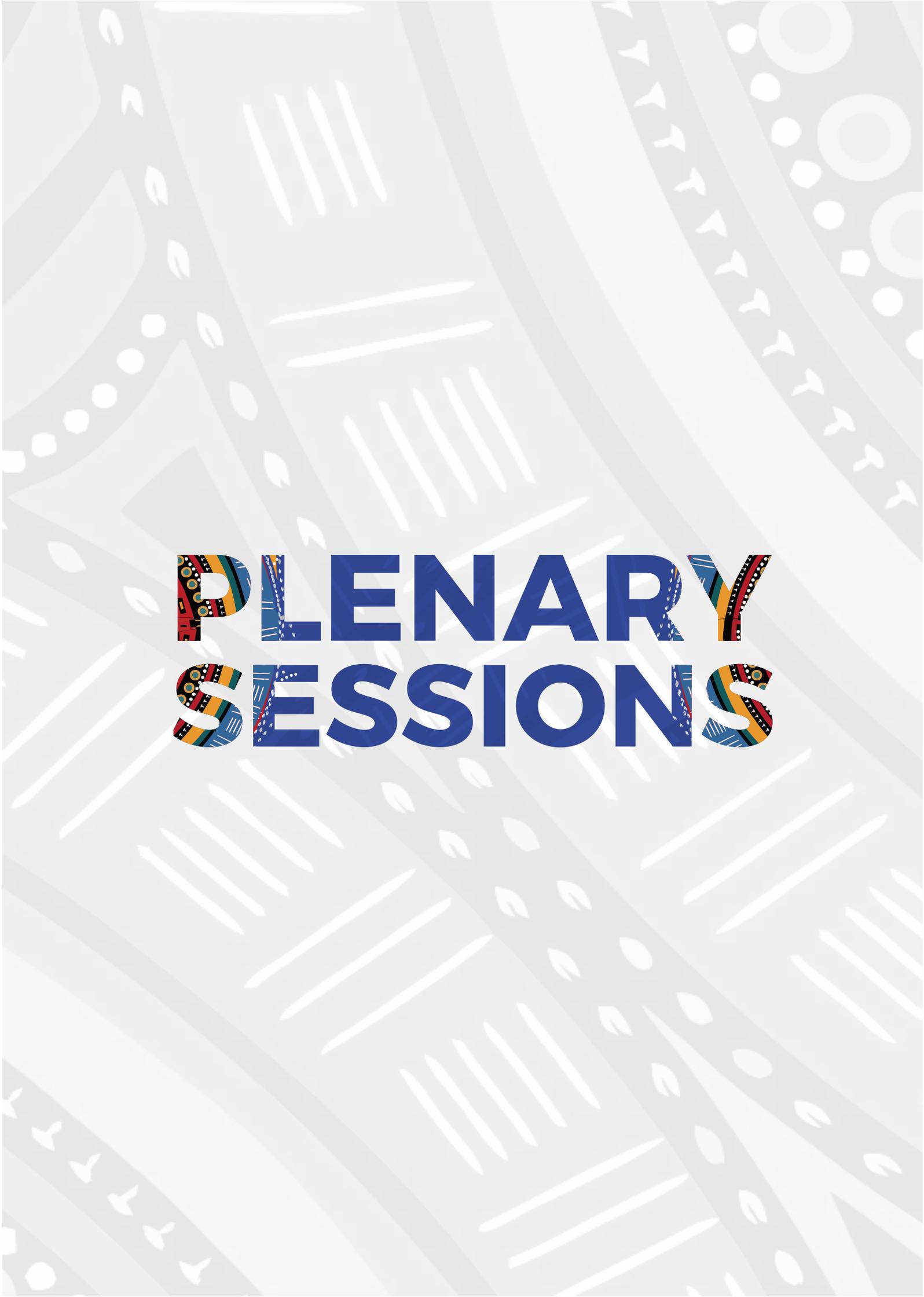
The summit featured 51 speakers, all carefully selected for their level of expertise and conceptualised a platform for various actors to discuss strategies that promote job creation through skills development, applied technology, and entrepreneurship. The first day of the event showcased institutional mandates and achievements by LSETF and Harambee; as well as opening remarks from the Honourable Commissioner of the Ministry of Wealth Cre-

ation and Employment, Lagos State.

These were followed by several plenaries and breakout sessions. On the second day, the conversations evolved to capture best practices from various organisations across the country and featured a host of panelists during plenaries and breakout sessions.

This report, therefore, provides a lucid summary of the activities that took place in the course of the 2-day event. It also summarizes key elements of the discussions and highlights pivotal recommendations by the participants comprising policymakers, experts and a larger group of stakeholders.





**PLENARY  
SESSIONS**



## PLENARY SESSION 1: Government as an Enabler for Job Creation

### Background:

Many argue about the increasing apathy of Government institutions in creating jobs for the Nigerian economy. As barriers to employment become more complex, a horizontal approach is often needed involving employment service-providers, vocational education and training institutions, economic development agencies and government institutions.

The labour market policy plays a central role in supporting job creation, through ensuring that businesses can access people with the right skills to help them to start up and grow. Policies to build employability and promote mobility are thus conducive to higher productivity and efficient matches between skills and opportunities. At the same time, the lack of efficiency in the delivery of national policies and programmes can undermine overall productivity and slow down structural adjustments in the country.

To this end, a more integrated approach is

required to boost structural adjustments to achieve national employment and productivity objectives.

### Outcome(s) of the Session:

The session provided participants with information about the important role of government institutions in creating jobs and various initiatives available for target groups in Nigeria.

### Key Highlights:

- Demographic – Government interventions, particularly across Africa, are mostly targeting youths, with a core focus on women and entrepreneurs.
- Collaboration – Government agencies no longer work in silos. There is increasing intent to create bilateral and/or multi-party partnerships with both local and international organizations to achieve shared goals.
- Market-driven interventions yielded the best results – What was particularly consistent across all government interventions presented is that the best results are backed by market data. Successful interventions tend to be founded on the outcome of comprehensive research focused on determining the size of the market, interests of young people in relation to the available opportunities within the

intervention localities. When this exercise preceded execution, outcomes tended to be more impactful.

- Access to affordable finance – A significant number of government interventions are adopting/implementing the affordable interest-rate loan model to entrepreneurs. Breaking the barriers to access finance for entrepreneurs has led to a significant number of youth employment across the country. More effort by the government in improving the ease of doing business is required to ensure this model remains sustainable.
- Beyond Classroom & Upskilling Training – From past experiences, many training programs have not yielded long-term value because many young people lose interest after completing the upskilling exercises. Interventions must move beyond training alone. Strategic partnerships, particularly with the private sector to guarantee job placements for bene-

ficiaries should be at the centre of future employability interventions.

- Investment in Security and Safety of Investors – Government interventions in North-East Nigeria tend to focus on facilitating a secure environment for investors to promote industrialization. In Nasarawa for instance, focus on creating a secure environment has led to a boost in infrastructure development, such as sugar refineries, plants, and transportation terminals; with an estimate of 25,000 jobs to be created in a very short time from these infrastructure projects.
- Greater impact is achieved in the rural areas – The panelists were also unanimous on the need for agencies to move closer to rural areas in order to educate and train most of the populace. Rural-implemented interventions were also seen as a means to curb rural-urban migration.



## **PLENARY SESSION 2:** **The Role of International Organisations in promoting Jobs and Structural Transformation**

### **Background:**

Job creation, productivity and structural

change are the main development challenges for low income countries, precisely Nigeria at present and Development Finance Institutions (DFIs) have begun to acknowledge this. It then suggests ways in which the operations of DFIs affect employment creation and structural change, both through static (additionality and composition) and dynamic (through linkages and technical change) effects.

Central to the notion of structural transformation are compositional shifts in employment and

output towards higher productivity sectors of the economy, particularly “leading sectors” characterized by economies of scale and macro spillovers. Such shifts are argued to give rise to productivity gains within both contracting and expanding sectors. These productivity gains enable higher worker incomes, shorter working hours, and better working conditions more generally, provided productivity gains are equitably distributed.

### Outcome(s) of the Session:

Structural change and employment generation are the two most important macro challenges for developing countries at present. The session examined in detail the linkages between DFIs, job creation and productivity change

Participants were also enlightened on the importance of structural transformation in leading industries to reduce unemployment and boost productivity.

### Key Highlights:

- International organisations need to increasingly provide support to high growth sectors of the economy with huge job creation potentials.
- Increased private sector involvement in promoting job creation and structural transformation
- Interventions should be focused on promoting and providing skills development and improvement of expertise to ensure job readiness of the youth populace.
- Increased government involvement and collaboration with international organisations to scale impact and reduce operational barriers.
- Increase collaboration with local implementing organisation for effective and impactful interventions.



## PLENARY SESSION 3: Reducing Unemployment: Creating Jobs through Social Good

### Background:

Whenever CSR initiatives are mentioned, what majorly comes to mind are health & safety standards, recycling & renewable energy, conservation of natural resources, philanthropy & contributions to non-profitable organizations etc. Very few companies have programmes that are targeted at growing the economy by retaining

or generating jobs.

Businesses can be a powerful force for change by driving economic growth, creating jobs, and enhancing lives. By taking more a more balanced approach, organisations can help to address many of the world's shared social and economic challenges.

### Outcome(s) of the Session:

Participants were informed about the various job creation initiatives of invited organisations.

### Key Highlights:

- IBM empowers youth especially young girls in various STEM fields. In the area of health care, IBM is working with hospitals to empower oncologists with tools to effectively deliver their duties.
- On the other hand, Sahara Group is focused on youth development to gain exposure to job opportunities, skills, mentorship and training.

Also, employees of Sahara Group mentor about secondary school and university students.

- The Tony Elumelu Foundation (TEF) identifies and selects people with ideas that can impact their communities and provides training, mentoring, access to networks and seed funding.
- The International Breweries has established the Kickstart initiative which focuses on enterprise growth and development for young entrepreneurs. The programme supports youth-owned businesses through business training, seed capital and mentoring.
- In Nigeria, the programme started in 2016 and has run three editions in the South West and South East region. With effect from 2019, Kickstart has become a national intervention in Nigeria, now open to Youths in the six geo-political zones of the country.



## PLENARY SESSION 4: The Importance of Monitoring and Evaluation for Sustainable Impact

### Background:

Monitoring and Evaluation (M&E) is important for NGOs and social impact organisations to

assess that their project is achieving set targets. Monitoring the development of the project helps an organisation easily understand whether strategic changes need to be made and act accordingly. M&E is also very important to donors who need to assess whether your NGO is a reliable partner. Hence, by reviewing milestones and final outcomes of your projects, donors will decide on the accountability of your NGO, upon which further collaborations could be established. As such, to develop a strong

M&E plan is of vital importance.

M&E professionals report that they encounter several challenges with data collection and analysis. Firstly, they face a lack of resources and usable data, especially for beneficiaries in hard to reach locations. Additionally, there is currently insufficient uptake of insights from M&E. Exploring new ways of data collection by using digital tools can complement current data and enrich the insights. Collecting data digitally can also reduce costs and (therefore) increase the possible frequency of the data collection.

Innovative methodologies ensure that experimenting with applying digital data collection tools does not equal high costs at high uncertainty, as it puts the focus on starting small and experimenting fast. This methodology can also be used to quickly learn what parts of an intervention are working. M&E then becomes a central component of a programme to enable quick measuring and learning.

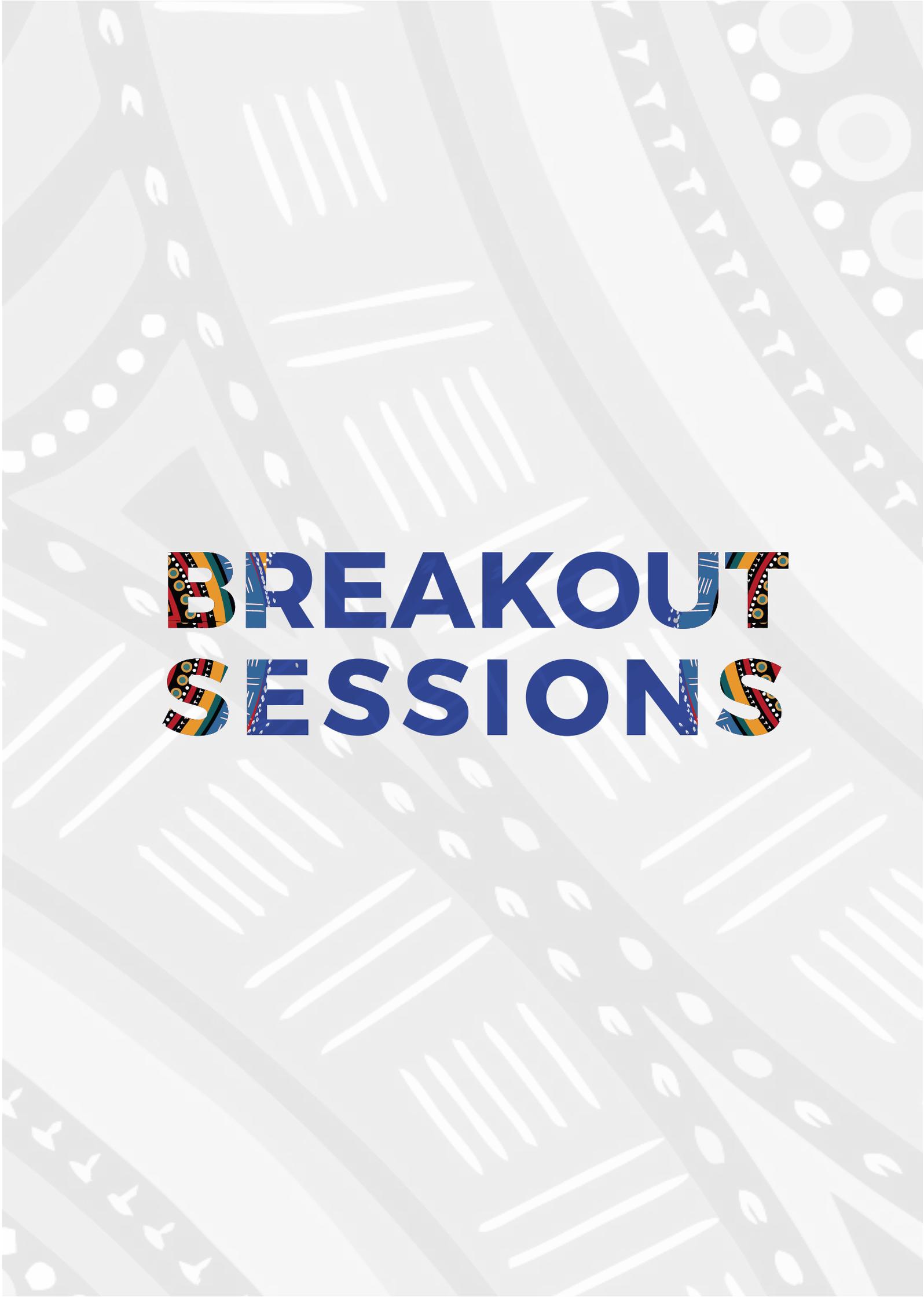
### Outcome(s) of the Session:

Participants were made to understand the vital importance of the monitoring and evaluation framework in their organisations.

### Key Highlights:

- Organizations can become smart evidence users by creating the right monitoring and evaluating plans, implementing the plans and building learning routines.
- The Credible, Actionable, Responsible, and Transportable (CART) principle is an idea that can be tested by organisations by using randomized evaluation to measure impact.
- For social impact organisations, the art of storytelling is an essential tool to accelerate impact. Impact story supports with the transformation of data into reality.
- Human Centred Decision Approach is also a vital tool in solving economic development challenges, and it can help SMEs understand how opportunities can be unlocked across the value chain





**BREAKOUT  
SESSIONS**



# **BREAKOUT SESSION I:**

## **Jobs for the Future:Leveraging Technology for Job Creation**

### **Background:**

There is a profound social and economic transformation that has been catalysed by breath-taking advances in automation and artificial intelligence, and unprecedented access to data and computation. Rapid technological innovation, globalization, demographic shifts, climate change and geopolitical transformations are having an unprecedented impact on the work and skills landscape.

On one hand, new technologies bring with them exciting opportunities, both for businesses in terms of their productivity, and for the workforce in terms of replacing unhealthy, dangerous and repetitive tasks with high-skilled work. On the other, as cognitive abilities and tasks that were once thought to be reserved for humans are increasingly being carried out by machines, there is a growing concern about the impact on jobs and the subsequent risks for government, business and people.

### **Outcome(s) of the Session:**

The objective of the session was to discuss the changing nature of jobs and the impact on the economies. Participants were enlightened

about the changing nature of jobs and the growing adoption of artificial intelligence to fill jobs roles.

### **Key Highlights:**

- Technological advancements are changing the nature of jobs and has seen a shift from the traditional mode of doing business. Startups solving real world problems will often realize that technology should be leveraged for efficiency and improvements.
- Many companies today do not have the right strategy to cater to graduates, and they need to adapt their L&D strategy to prepare for the future. The potential in young talents should be identified and the business model must change to achieve this to help bring those talents at an early stage.
- The importance of human attributes ranging from passion, basic talent, and attitude to learning were found to be more valuable than academic qualifications.
- Artificial Intelligence will still need a human contact for the next 20 years and cannot be independent. It still needs checks and balances to ensure that decisions are not biased.
- Artificial Intelligence creates an opportunity for skill improvement for people who lose their jobs.

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plore the various opportunities



## **BREAKOUT SESSION 2:** **Generating Employment Opportunities through Agriculture**

### **Background**

The agricultural sector is the highest employer of labour and accounts for about 75% of total jobs in Nigeria. When the average Nigerian youth think about agri-business, they often think about farms and farmers, hoes and cutlasses. The emergence of AgTech suggests it's time to rethink that bucolic image. While farmers and fields will always be the foundation, today's agriculture also is using technology, advancements in operations and even nature to transform an industry that is thousands of years old.

While farmers have adopted technology over centuries, the much younger generation of agri-business entrepreneurs are using disruptive technology to change the way the agriculture industry is operating today. Therefore, it is evident that the agricultural workforce is undergoing a sizable shift in required roles. Automation and technology continue to affect agri-business, and new jobs that require skills not traditionally linked to farming are increasingly in demand.

Employment is changing with a move away

from traditional labor-intensive production work, combined with the increased consolidation of farming operations. While agriculture remains the most diverse job market of any sector in the economy, the rapid pace of digitalization, mechanization and the Internet of Things (IoT) are challenging current industry roles, education and training requirements.

### **Outcome(s) of the Session:**

Participants were informed about the unique opportunities and job creation potentials within the agriculture value chain in Nigeria.

### **Key Highlights:**

- There is a need for increased government involvement in policy implementation and provision of incentives to promote youth participation in agriculture.
- Provision of peer-to-peer learning platforms, tailored and adequate funding as well as innovative technology to the agricultural sector
- Farmers need to streamline their focus to an area of agriculture or a specific crop to enable them build capacity and become experts.
- Agric stakeholders need to form alliances or foster meaningful partnerships to boost production and create efficiency in their processes.



## BREAKOUT SESSION 3: Fundraising for Development Projects

### Background

Fundraising is a growing concern for NGOs and social impact organisations as such developing a fundraising strategy is a useful step for those organisations seeking to develop their approach to diversifying and strengthening their approach to fundraising.

There are countless possibilities for fundraising activities. Choice of activities will depend on the organization's financial needs, resources (number of people available, skills, time constraints, initial fundraising budget) and fundraising experience. Organisations need to ascertain what their fundraising goals are before they actively seek out funds and understand that successful fundraising requires making a compelling case for support.

### Outcome(s) of the Session:

Participants were educated on strategies to be adopted by their organisations to ensure successful fundraising to support their projects and initiatives and ensure sustainability of their interventions.

### Key Highlights

- Organizations need to be investment ready and prepare themselves for successful fundraising by developing thorough fundraising plans and conveying key messages about their work that they intend to share with prospective donors.
- Donors increasingly want to see impact and feel connected to the work of the grantee

organisation.

- Grant seeking organisations should ensure that they connect to funders within their ecosystem and build and continuously engage with them.
- In designing funding programs, Funders should give clearer directions for the process and take into consideration the peculiarities of the environment in which they want to channel the funds to.
- Grant makers need to work with intermediary organisations such as capacity development providers or local implementers to understand the target demographics and environment.
- Relationships are important when talking about fundraising. Grant seekers should build and nurture strategic alliances and meaningful relationships
- NGOs should communicate with players in their ecosystem and be socially visible by attending relevant networking events.
- Have value-adding and impactful conversations with potential donors.
- Seek clarity to understand and fulfill the requirement for calls for proposals or funding opportunities.
- Pivotal questions about the purpose of fundraising and the impact of its outcome must be clearly communicated.
- The focus shouldn't be only about money, but about partnerships in the areas of knowledge transfer, skills and value proposition.



## BREAKOUT SESSION 4: Women and Entrepreneurship

### Background:

Studies show that women's engagement in entrepreneurial activities is due in part to low levels of employment and the need to evade socio-cultural ideology which prevent women from obtaining work. Although women entrepreneurs have been recognized as an important source of economic growth, their potential has not yet been fully realized in many developing countries. Women entrepreneurs still experience a greater gender divide and continue to face several challenges as a result of patriarchal practices which situate women in a subordinate position to men.

Consequently, developing women's entrepreneurial capacity would go a long way in harnessing their ability to identify and capitalize on entrepreneurial opportunities within their environment and empower them economically and socially.

### Outcome(s) of the Session:

Participants were educated on the importance of female participation in the economy through the promotion of MSMEs.

### Key Highlights:

- Women in developing countries will need to participate in business and take up leadership roles to boost the economies of developing nations. Most notably, it was mentioned that 80% of Coca-Cola's businesses is run by women-led enterprises and have yielded positive results over the years.
- There is a need of a proper integration programme to empower female entrepreneurs in developing countries to build their capacity to start and grow their businesses.
- Policy makers should also work towards creating a more positive enabling environment by removing specific gender barriers that women entrepreneurs face.



## BREAKOUT SESSION 5: SME Financing

### Background:

Small and Medium enterprises act as catalysts in the economic development of developed and developing countries. Developing countries like Nigeria that require sustained economic growth in their economies must pay attention to the SME sector and harness the great potential to generate employment, improved local technology, output diversification, developed indigenous entrepreneurship and forward integration

with large-scale industries that can be provided by the sector.

Unfortunately, the SMEs in Nigeria have underperformed even though SMEs in Nigeria constitute more than 90% of Nigerian businesses, their contribution to the nation's GDP is below 10%. This very low percentage contribution of the SMEs to Nigeria's GDP could be attributed to amongst others; unfriendly business environment, poor funding, low management skills and lack of access to modern technology.

According to PWC (Nigeria's SME Survey), MSMEs provide 86% of the jobs in the local economy and are stifled by lack of access to finance. According to the Nigerian Bureau of Statistics there are currently 3,337,551 (NBS - National Survey of Micro Small & Medium Enterprises (MSMEs) in Lagos.

In comparison to larger firms, SMEs often have difficulties accessing finance from the formal financial system due to stringent financial conditions set by the financial institutions, SMEs being viewed as too risky owing to lack of collateral and credit information, high cost of accessing funds and transaction costs.

#### **Outcome(s) of the Session:**

Participants were informed and enlightened about the various alternative financing options available to SMEs.

#### **Key Highlights:**

- SMEs need to understand the importance of having a bank account and how to distinguish equity contributions from debt.
- It is essential to train and build capacity of entrepreneurs before providing them with capital.
- As a business it is important to determine if you need short- or long-term financing and many SMEs are not able to identify what type of financing they need and most of the time they end up taking short term financing for long term projects.

- SMEs should ensure they formalize their businesses as this is important in trying to secure financing
- SMEs should ensure that their business solves a problem or has a viable market in the community where they operate and for which they seek funding
- SMEs should endeavor to keep up-to-date financial books and be investment ready.



## **BREAKOUT SESSION 6: Skills Development for Jobs**

#### **Background:**

Skill development is critical for economic growth and social development. There is an urgent need to ensure the availability of employment opportunities for the large number of young persons entering the workforce annually and to address the gap both at the demand and supply level.

This gap has consistently increased over the years in some industries, with many positions not being filled. Additionally, the skill development is skewed towards a formal education system with a limited focus vocational training.

#### **Outcome(s) of the Session:**

Participants were informed about the importance of skills development to adequately equip young persons for work requirements.

## Key Highlights:

- Most young people lack important skills such as communication skills (Written and Oral), business development skills, leadership skills and story-telling skills which make them unable to showcase their abilities and potential.
- There is a growing mismatch of candidates' abilities which are usually overstated in their CVs. Many organisations have had to establish additional measures such as standardised personality and competencies tests to pool the best crop of candidates.
- It was established that the education curriculum of Nigeria needs to be reviewed and matched with the industry.
- The consensus was that adequate vocational training is important to economic development and will equip youths by providing the skills and tools to fill important gaps in various industries.





**INDIVIDUAL  
PRESENTATIONS**



# PRESENTATION I:

## Job Creation Strategies of The Federal Government

### Background:

The twin issues of job creation and full employment are regarded as economic fundamentals and the availability of good jobs is mostly used as an important and strategic measure of the health of any economy. The nation's economy has recorded considerable growth within the last decade, albeit within a largely untransformed economic structure, but the pattern of growth has been largely uneven and socially non-inclusive, generating limited sources of new employment.

The verdict is that economic growth which generates new jobs and income for individuals is important for increasing productive employment. Hence, the call for an urgent and strategic need for the re-assessment of Nigeria's economic growth to ensure that this growth addresses the challenges of unemployment and job creation in the country.

### Outcome(s) of the Session:

This session provided participants with relevant information on the role of the Federal Government in promoting sustainable jobs through its various initiatives and interventions.

### Key Highlights:

- Job creation one of its key mandates of the federal government, but it intends to leverage the private sector to achieve this.
- The federal government has dimensioned its job creation effort across two (2) major polarities; Job Quality (Low; high volume of jobs and High; low volume of jobs) and Timeframe (Short-term and Long-term). These ultimately fits jobs into two major categories; Economic Transformers such as ICT & Construction and Mass Employers such as Agribusiness and Agro-allied and Wholesale & Retail.
- The federal government listed the following as its key constraints to job creation; Skills, Access to Finance, Entrepreneurship, Business Development Services, Government "Red Tapes", Lack of Synergy and Lack of Market Focused Interventions.
- Skills – The government is facilitating interaction on the assessment of requirements and providing financial support for the training of assessors to create a labour pool, while providing regulatory framework for employers and industry, particularly for skills development and vocational training.
- Access to Finance – The federal government setup the Government Enterprise and Empowerment Programme (GEEP) with micro-lending products such as Farmer Moni, Trader Moni and Market Moni to alleviate lack of access to finance for entrepreneurs at the bottom of the pyramid.
- Entrepreneurship – the government setup the National Home-Grown School Feeding Programme (NHGSFP) with a specific focus on increasing school enrollment, reducing the incidence of malnutrition among the poor. By

leveraging the services of small-holder farmers, thereby stimulating economic growth through the socio-economic value chain. The government also set up the Conditional Cash Transfer (CCT), which is targeted at uplifting the poorest of the poor out of poverty as they imbibe a savings and investment culture.

- Business Development Services – The MSME (Micro Small and Medium Enterprises) Clinics were setup for viable enterprises to improve the ease of doing business in Nigeria. The new Tax reform policy was also established to alleviate the tax burden on small businesses.
- Government Red Tapes – through the establishment of The Presidential Enabling Business Environment Council (PEBEC); an inter-governmental and inter-ministerial council. The key objective of the council is to remove bureaucratic constraints to doing business in Nigeria and make the country a progressively easier place to start and grow a business.



## PRESENTATION 2: Managing the 21st Century Workforce

### Background:

The role of the public sector is evolving and the need to create an adequate workforce to ensure productivity has become a top priority for governments around the world. Today's

workplace is overflowing with numerous trends that include but are not limited to a rising millennial workforce, increased level of automation and changing workstyle patterns. These trends can be extremely disruptive and require adequately planning and well-designed programme to accommodate varying requirements of several industries.

### Outcome(s) of the Session:

This session provided participants with an understanding of the peculiar nature of the growing workforce and the strategies/ approaches directed at managing current realities.

### Key Highlights:

- Technology – The 21st century workplace is shaped by technologies such as Artificial Intelligence, Internet of Things, Humanoids, Mixed Reality and Social Media. Augmented humans are here to stay.
- Demographic – The typical workplace of the 21st century comprises five generations (Traditionalists, Baby Boomers, Gen X, Millennials and Gen 2020s) working side-by-side.
- Working Hours – Organisations need to move away from the traditional stay-in-the-office ideology and embrace flexible working time (Flexi-hours) that will produce expected results. The key to managing flexibility in the office is focusing on the output/outcome measurement using KPI's rather than the means of carrying out the job.
- Workplace – the future workplace is characterized by less bureaucracy, less people, less clutter, is more technology enabled and employees are increasingly demanding for a workplace that has a home-life office blend.

Managing the 21st Century Workforce will include:

- Employee purpose should equal organizational purpose – Leaders must work closely with employees to set goals that are linked to the organizational goals they support.

- Provide ongoing feedback – Without ongoing feedback, employees won't understand how they are performing against key competencies when compared to their personal and departmental goals.
- Provide career development opportunities – regardless of generation, employees expect their organizations to commit to developing and enriching their skills and experiences.
- Reward and recognize employee contribution, skills and service – Employees need to feel that their performance will be rewarded fairly and equitably – anything less can negatively impact engagement and motivation.
- Knowledge Transfer – Several practical tools and techniques are available that emphasize productive and useful knowledge sharing
- Leadership Transparency – In 21st-century business, the public vocally demands rigorous attention to moral and ethical accountability, and leaders' actions must be more transparent. Accountability starts at the top, with an executive team that fully commits to worthy goals and objectives.
- Total Human Management – Employers must show actual concern about the total well-being of the workforce – health and emotions – and put structures in place that signal care for the workforce.



## PRESENTATION 3: Labour Laws and Policies That Facilitate Job Creation

### Background:

Labour institutions are the rules, practices and policies that guide the labour market. Their purpose is to improve social justice for workers by protecting freedom of association and collective bargaining. They also enforce standards for working conditions, many of which are internationally agreed upon.

With regards to job creation, the most important levers are a country's macroeconomic conditions and industrial structure. Unfortunately, the view that countries, particularly developing countries, cannot afford laws and policies to protect workers has become quite popular.

The summit focused on two important labour institutions – social security systems and minimum wage.

### Outcome(s) of the Session:

Participants were informed about initiatives by the Federal Ministry of Labour and Employment aimed at improving working conditions and facilitating job creation in Nigeria.

## Key Highlights:

- The National Electronic Labour Exchange/Migrant Resource Centre Services of the ministry recently launched the National Electronic Labour Exchange (NELEX) project; an innovative platform which is designed to evolve a database of employable Labour in the Country to facilitate the job exchange functions of the Ministry.
- The Social Security department of the ministry provides social assistance either cash or in-kind, transfer resources to vulnerable individuals (including single mothers, the homeless, physically or mentally challenged) or households with no other means of adequate support. The department also works to ensure the implementation of the SDGs in Nigeria with emphasis on Goal 1,2, 3, 5, 8, 10 and 16.
- The ministry also oversees The National Social Insurance Trust Fund (NSITF), which provides for an open and fair system of guaranteed and adequate compensation for all employees or their dependents for any death, injury, disease or disability arising out of or in the course of employment.
- The ministry is also responsible for overseeing the implementation of the new national minimum wage of N30,000.00/ month.



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# **SHOWCASING LEADING PRACTICES FOR JOB CREATION**

# BACKGROUND

Apart from the breakout and plenary sessions where some organisations had the opportunity to share their perspectives and work, they are doing in job creation, six organisations had the opportunity to share their work focused on job creation. Focus was on the background, approach, results and key learnings. Below are the key highlights from each presentation.



## About Harambee:

When it comes to youth unemployment and accessing entry level vacancies, there is a problem with the supply and demand mismatch despite the resources being poured in by employers, job seekers, government and other stakeholders but the main problem is systemic and will not self-correct. There needs to be a convergence of solutions to create a model that works. This informed Harambee's systems change approach to youth unemployment since inception in 2011.

## Key Learnings:

- **Make Markets not just job matches:** Even with improved matching, today's jobs cannot absorb all of tomorrow's work seekers therefore there is a need to actively accelerate the creation of markets. In 2019, Harambee exemplified this by facilitating an MoU between the South African department of Trade and Industry and the business process outsourcing industry body to bring 50,000 new jobs (10,000 ring-fenced for youth) in the sector over five years, with a forecast of 100,000 net new jobs by 2023, and 500,000 by 2030.
- **Pathways are no longer linear:** The straight-line pathway of school to college to work no longer works. Young people should not be forced to move through broken systems instead we must build networks to illuminate the new "pathways" into, out of and through work.
- **It is not just about skills:** Employability has many dimensions—work socialization, interests, geography, proximity etc. that make for a more successful match and we must pay attention to some of the specific requirements.
- **All work counts:** Harambee's data shows that although not all forms of work earn income, all forms of work matter—volunteering, short-term work, care work, etc. Therefore, young people need to stack up these and portray the value of these experiences that are proven to increase employment success.
- **There are faster, cheaper and more dynamic**



**HARAMBEE YOUTH  
ACCELERATOR SOUTH AFRICA**

**ways to skilling and matching:** Harambee's experience shows that faster and cheaper "minimum viable product" routes to competency are often superior to longer certificate programs.

- **Young People at the Centre:** In preparing for the future of work, it is critical to put young people at the centre and create networks that empower them.
- **Forge partnerships that share risks and benefits:** To address triple failure – market, state, and social structures– Harambee advocates triple financing. Governments, employers and funders should share risks and investment towards outcomes. This led Harambee to launch the first social impact bond in Africa focused on inclusive youth employment alongside stakeholders from the private and public sectors.
- **Solve, do not sell:** We need more innovative and locally owned solutions in new contexts therefore organisations must not be afraid to start at square one to identify the right solutions for a new context.
- **Stay in love with the problem, not with your solution:** Adopt a mindset of loving the problem, not the solutions. The problem must remain the focus even when the goal-posts shift. Constantly iterate by asking the question: "Are we solving the problem?"
- **Scale Impact, not organisations:** There is a need to scale impact, and not build systems and bureaucracies. Replicate high-performance and outcomes-focused cultures—not organizations that focus on self-preservation.

### Key Results:

Harambee has created a network of 700,000, made over 2 million matches and pathway over 170,000 young people into jobs and work experiences. Harambee is at the forefront of building an African solution to a global solution and intends to scale through partnerships.



## LAGOS STATE EMPLOYMENT TRUST FUND (LSETF):

### About LSETF

Established by the Lagos State Government in 2016 to provide employment and entrepreneurship opportunities for Lagos residents, LSETF's theory of change was to harness the human capital resource of the State to stimulate an inclusive economic growth, bring about development and create jobs.

### LSETF Approach:

#### A) Lack of Business Finance

- **Problem:** The Fund had to address some systemic challenges if it was going to make headway. First was the cost of finance which is often prohibitive to Micro, Small and Medium-scale Enterprises (MSMEs) seeking finance to grow their business. This was in addition to cumbersome processes and requirements by the commercial and micro finance banks as well as the unavailability of funds for lending to start ups and limited business advisory and capacity building support to this business segment.
- **LSETF Solution:** In responding to this, the LSETF loan programme was designed to provide loans of up to N5m at 5% to MSMEs including

start-ups. The barriers to access the funds were also reduced to ensure that businesses who will typically not qualify for loans or be subject to double digits had access to funds through a simple application process that required no collateral and a social guarantee.

## B) Dearth of Skills

- **Problem:** In terms of Employability, some of the challenges LSETF identified was a focus on traditional trade skills, outdated training curricula, poor training resources and no interest in job matching opportunities post training.
- **LSETF Solution:** LSETF adopted a demand led approach that ensured the skills being offered were required by the industry who provide employment. The training curricula was also updated to meet global standards and there was a deliberate effort to ensure the training led to job placement and in some cases self-employment.

## C) Technology and Inclusion

- **Problem:** A major strategy of creating jobs in Lagos State was to leverage and improve the technology ecosystem. To achieve this, some of the problems the Fund had to solve was poor access to infrastructure, dearth of tech talent and limited funding options for growth of start-ups and the ecosystem players as well.
- **LSETF Solution:** To address this, LSETF designed an initiative known as Lagos Innovates which provides workspace vouchers to start-up businesses providing them access to infrastructure and support. To stimulate ecosystem growth, the Fund provides loans to the hub owners while it actively connects the startups to funding partners. A talent development programme designed as a student loan which gives young people an opportunity to train in tech skills and get immediate employment that allows them to pay back over time.

### Key learnings:

#### Structure

- A proper governance structure lends credibili-

ty to the Fund as a Government institution.

A Fund enacted by law provides a measure of comfort to partners and investors.

#### Access to Finance

- This has proven to be the fastest way to create jobs.
- Lending to women entrepreneurs creates more impact socially.
- Providing business support enhances the impact of lending on the MSMEs.

#### Vocational training

- The dual TVET approach that has the buy-in of the private sector and trade associations – a model that allows trainees to earn while they learn is more efficient.
- There is an urgent need to build a robust Labour Management Information System platform that can provide near real-time data regarding skills in demand from employers of labour.

#### Partnerships

- Forming partnerships and leveraging on the competencies of others is critical to delivering impact at scale.

#### Stakeholder Management

- In complex and multi-stakeholder contexts like Lagos, this is critical in delivering sustainable impact.
- Constantly organize engagements with stakeholders including those at the grassroots to create awareness.
- It is very important to tailor programmes to meet the peculiar needs of the environment implementation will be done.

#### Sustainable Funding

- Build a sustainable funding structure

#### Key Results:

- LSETF uses an ecosystem approach to job creation and over the last 4 years has provided

access to finance for 11,000 businesses with a total value of N7.30 Bn (approx. \$20.27Mn) who have in turn created 91,507 Direct & Indirect jobs and added 43,254 new taxpayers to the Lagos State tax register.

- 5,200 persons in six sectors: Manufacturing, Construction, Healthcare, Hospitality, Entertainment and Garment Making with over 2,500 either placed in jobs or self-employed.
- Under the Lagos Innovates, the Fund has issued 127 workspace vouchers and 1 hub loan. It has also trained 18 people in highly sought-after tech skills and created over 2,000 jobs.

after which the students are encouraged to find 3 months unpaid internships by themselves. While the entrepreneurship track is a 5 months incubator programme with online, in-person training and coaching which is expected to culminate in the development of a new business or strengthening of an existing business.

### Key Learnings:

- From the student feedback, it is evident that students who go through the employability track are most likely to keep a job if they can secure one therefore it is important that part of the programme involves helping participants secure a job.
- The entrepreneurship track has had many successes but most notable is the crowdfunding platform which they have access to after the programme and most of them have used it to successfully fundraise for their business.



## NEXT ECONOMY (SOS CHILDREN'S VILLAGE)

### About Next Economy:

SOS Children's Village was the lead partner of the Next Economy programme in Nigeria which aimed to provide jobs for youth in Nigeria. The Program starts with a basic life skills training for all its participants after which they have 2 tracks to choose from: Employability and Entrepreneurship.

The employability track includes a twelve weeks soft skills training and coaching programme



## MAFITA

### About Mafita

Mafita is a 5-year DFID funded Programme created to support economic growth and increase employment opportunities for over 30,000 marginalised youth [almajirai, girls from the Islamic/Quranic Education system, Persons with Disability (PWDs), orphans, school dropouts, etc] in Northern Nigeria by 2020. The project is being implemented in Katsina, Jigawa, Kano and

implemented in Katsina, Jigawa, Kano and Kaduna.

### Programme Highlights

Mafita has a two-pronged delivery approach focused on skill training and business growth and development. This also involves a formal training through Community Skills Development Centres (COSDECs) and an informal training through Apprenticeships as a pathway to waged or self-employment.

The business growth approach aims to achieve private sector engagement, cluster development and economic empowerment through Entrepreneurship training, Business Development Services (BDS), Access to Finance (A2F), Cluster Formation and Growth while the training for low skill jobs leverages private sector value-chains to ultimately MSE growth, increased job absorptive capacity, wage employment, self-employment.

### Key Learnings:

#### ***In the area of skills training:***

- National awarding bodies do not have the capacity to assess large numbers of trainees;
- A lot of sensitization is required to ensure recognition of the National Skills Qualification (NSQ) certification in the public space; and
- Apprenticeship model provides greater scale.

#### ***For Job Creation:***

- Waged employment requires significant macro-economic intervention;
- Innovative financing models are required to support micro-enterprises; and
- Significant capacity needs to be built to deliver effective business development services.

### Key Results

- 4,729 beneficiaries trained under COSDEC model
- 19,795 beneficiaries trained under Apprenticeship model

- 14,000 MSEs/beneficiaries supported by business centres
- 18 National Occupational standards have been developed.



## PIND FOUNDATION NIGER DELTA YOUTH EMPLOYMENT PATHWAYS PROJECT (NDYEP)

### About PIND Foundation Niger Delta Youth Employment Pathways Project (NDYEP)

In a bid to create jobs in the Niger Delta, the NDYEP developed models of job-readiness or workforce development to provide 3000 marginalized youth with the opportunity to secure sustainable jobs through quality training that prepares them with market relevant skills. So far, it has been implemented in three out of the nine Niger Delta States namely: (Akwa Ibom, Abia and Rivers States) focused on the following sectors: ICT, Agriculture and Construction and Renewable Energy.

### Programme Highlights

To address labour demands which include market, employment and skills demand, the programme focused on labour supply which involved: skills and delivery methodology, educational infrastructure and development of human capital.

The main logic of the NDYEP solution was pre-

mised on targeting specific sectors and providing skills development content that is sufficiently tailored to local economic context, with a combination of: Tailored training for young people which includes technical and soft skills and entrepreneurship, support into employment or entrepreneurship and capacity support to existing training organizations

### Key Lessons:

- Achieving waged or self-employment as a clear project goal
- Emphasis on hands-on, practical inclusive training methodologies was a priority
- It is important to establish a process of accountability of partners for onward progression of trainees
- Adopt a flexible approach and a philosophy of working to the strengths of implementing partners
- Early investment in building relationships with stakeholders in the sector is important and should be ongoing
- Design/adaptation of technically sound curriculum, which integrates soft skills and entrepreneurship should be prioritized

Some of the other peculiar challenges the States in the Niger Delta face which are not common in the other contexts include: insecurity, limited opportunities for direct employment and migration of high-quality talent. The project has found ways to achieve its set objectives regardless.

### Key Results

- 1,637 Participants Accessed NDYEP facilitated learning opportunities across the three-project States
- 1,468 Participants (89.6%) Completed the technical training programs,
- 645 (43%) Linked to waged employment or are starting own enterprises or in self

employment

- 233 (16%) Undergoing job-job apprenticeship/internships



### Background

Edo State Skills Development Agency is an initiative of the Edo State government in Nigeria under the administration of Governor Godwin Obaseki. The initiative is aimed at tackling the high rate of unemployment in Edo State through skills acquisition and empowerment programmes, in collaboration with various private and public organizations in Edo State.

The governor set up a skills development agency to attract the demand of highly skilled talent in Edo state. The initiative was launched in 2016 as part of Obaseki's promise to create 200,000 new jobs for the region's youth.

### Key Highlights

The agency has five (5) top priority areas:

- Edo Jobs – training and Job Matching
- Edo Innovates – focus on technology and innovation

- Edo Creative Hub – focus on creative industry
- Edo FAC (Food and Agriculture Cluster) – focus on skills acquisition & entrepreneurship
- Edo production centre – focus on manufacturing & construction.
- Edo jobs matched a total of 3,434 individual to jobs between 2017 and 2019.
- A total of 22,872 entrepreneurs have been trained & empowered in all 18 LGAs in less than 3 years
- Edojobs launched an internship scheme across all LGAs in Edo state.
- Edojobs partnered with First Bank Plc to initiate the first monie program – an initiative to promote access to financial services - in Edo state.
- Edojobs in collaboration with DSTV launched the DSTV installers/maintenance program in Edo.
- In total, the Edo State Skills Development Agency has impacted the lives of 124,564 direct beneficiaries and 32,430 indirect beneficiaries through its various programme interventions.

Some of the key highlights that cut across all the programmes geared towards job creation include:

- Demand- led
- Strengthen the Ecosystem of Actors
- Competency Focused
- Follow the Evidence
- Support Entrepreneurship Systems
- Model multiple pathways to employment
- Soft skills training should be a core component of any training programme





# AGENDA AND SPEAKERS

## Agenda for Day 1: Wednesday 5<sup>th</sup> February 2020

TIME	ACTIVITY	RESPONSIBILITY/RESOURCE PERSONS
<b>Opening Ceremony</b>		
09.00am-10.00am	Arrivals/Check in/Settle In	LSETF/Modion
10.00am-10.05am	National Anthem	DJ/MC
10.05am-10.10am	Introductions	MC/Compere – Mr. Kunle Adeshina
10.10am – 10.20am	Opening Remarks	Mrs. Ifueko Omoigui Okauru, MFR, Chairman, Board of Trustees (LSETF)
10.20am – 10.30am	Opening Remarks	Mrs. Yetunde Arobieke, Honourable Commissioner, Ministry of Wealth Creation and Employment
10.30am – 10.45am	<b>Welcome Address</b>	<b>Mr Babajide Sanwo-Olu (Governor of Lagos State)</b>
<b>End of Opening Ceremony</b>		
10.45am-11.00pm	Tea Break	All
11.00am-11.15am	What We Do: Showcasing LSETF as a leading practice for job creation in Africa	<b>Mrs. Teju Abisoye</b> , Ag. Executive Secretary, LSETF
11.15am-11:40am	Keynote: A Multi-Dimensional Approach to Job Creation: The Harambee Model	<b>Ms. Sharmi Surianarain</b> , Chief Impact Officer, Harambee Youth Accelerator South Africa
11.40am-12:00am	Q & A	Harambee/LSETF/Moderator
12.00pm – 12.20pm	Promoting Decent Work and Economic Growth (SDG 8) for Sustainable Development in Lagos	<b>Mrs. Solape Hammond</b> , Special Adviser, SDGs and Investment
12. 20pm – 1.10pm	<b>Plenary Session 1: MDAs –Government as an enabler for Job Creation</b>	See plenary session page for more details.
1.10pm – 1.20pm	Q & A	
1.20pm-2.00pm	Lunch	✓ LSETF/Modion Communication
2.00pm-3.00pm	<b>Breakout Session 1:</b> Jobs for the Future: Leveraging Technology for Job Creation	See breakout session page for more details.
2.00pm-2.15pm	<b>Nourishing Africa Presentation</b>	See breakout session page for more details.
2.15pm – 3.00pm	<b>Breakout Session 2:</b> Generating Employment Opportunities Through Agriculture	
3:00pm-4:00pm	<b>Breakout Session 3:</b> Fundraising for Development Projects	See breakout session page for more details.
3:00pm-4:00pm	<b>Breakout Session 4:</b> Women and Entrepreneurship	See breakout session page for more details.

4:00pm – 4.15pm	Highlights of Breakouts	✓ MC/Participants
4:15pm – 4.30pm	Wrap Up	✓ MC
<b>Agenda for Day 2: Thursday 6<sup>th</sup> February 2020</b>		
8:00am-8:50am	Arrival/Settle In	✓ LSETF
8:50am-9:00am	Welcome/Introductions and Recap of Previous Day	✓ MC/Compere – Dr. Glory Edozien
9:00am-9:30am	National Job Creation Strategies	✓ <b>Mr. Afolabi Imoukhuede</b> – Senior Special Assistant to the President on Job Creation/Youth Employment
9.30am – 10:00am	Labour Laws and Policies that facilitate Job Creation	✓ <b>Ms. Mienye Mimi Badejo– Deputy Director NELEX/MRC,</b> Ministry of Labour and Employment
10:00am-10:30am	Managing the 21st Century Workforce	✓ <b>Mrs. Ajibola Ponnle: Honourable Commissioner, Ministry of Establishment, Training and Pensions, Lagos State</b>
10:30am-10:40am	Q & A	
10.40am – 11.00am	Tea Break	✓ LSETF/Modion
11:00am-11:40am	<b>General Plenary Session 2:</b> The Role of International Organisations in Promoting Jobs and Structural Transformation	See plenary session page for more details.
11:40am-11:50am	Q & A	
11:50am-12:30pm	<b>General Plenary Session 3: Reducing Unemployment: Creating Jobs Through Social Good</b>	See plenary session page for more details.
12.30pm – 12:40pm	Q & A	
12: 40pm – 1:30pm	Showcasing Global Leading Practices in Job Creation  <b>Highlights:</b> 10-minute presentation on organisations with global practices for job creation.	<ul style="list-style-type: none"> <li>✓ <b>Next Economy (SOS Children's Village)</b></li> <li>✓ <b>IBM/LSETF Beneficiary Testimonial:</b></li> <li>✓ <b>MAFITA</b></li> <li>✓ <b>PIND Foundation</b></li> <li>✓ <b>Youngstar Foundation</b></li> <li>✓ <b>EdoJobs</b></li> </ul>
1.30pm-2.00pm	Lunch	✓ LSETF/Modion
2:00pm-3:00pm	<b>Breakout Session 5:</b> SME Financing	See breakout session page for more details.
2:00pm-3:00pm	<b>Breakout Session 6:</b> Skills Development for Jobs	See breakout session page for more details.
3:00pm-4:00pm	<b>General Plenary 4:</b> The Importance of Monitoring and Evaluation for Sustainable Impact	See plenary session page for more details.

4:00pm-4:30pm	<b>Vote of Thanks/ LSETF Employment Summit 2021</b>	✓	Director, Strategy, Funding and Stakeholder Management, LSETF
4.30pm	<b>Wrap-Up</b>	✓	MC

## LIST OF PLENARY SESSION SPEAKERS

### Day 1: Wednesday 5<sup>th</sup> February 2020

#### General Plenary Session 1: MDAs –Government as an enabler for Job Creation

- 1) **Edo State:** Ukinebo Dare (Managing Director, Edo State Skills Development Agency (EdoJobs))
- 2) **Nasarawa State:** Habiba Balarabe Suleiman (SSA, & Focal Person, Human Capital Development)
- 3) **Ogun State:** Lekan Olude (Special Adviser, Job Creation and Youth Empowerment)
- 4) **Ondo State:** Joel Ogunsola (Special Adviser, Jobs)
- 5) **Enugu State:** Arinze Chilo-Offiah (Special Adviser, SME Development and Investment Promotion)
- 6) **Otto Orondaam:** Founder, Slum2School/Member, Board of Trustees, LSETF

### Day 2: Thursday 6<sup>th</sup> February 2020

#### General Plenary Session 2: The Role of International Organisations in Promoting Jobs and Structural Transformation

- 1) **Prosperity:** Guy Harisson (Head of Prosperity Fund, British Deputy High Commission)
- 2) **USADF:** Andrew Echono (Country Programme Co-ordinator Nigeria)
- 3) **GIZ:** Hans-Ludwig Bruns (Head of Programme, Skills Development for Youth Employment (SKYE), Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH)
- 4) **ILO Country Office for Nigeria:** Dino Cornell (Employment and Migration Officer)
- 5) **PIND Foundation:** Tunji Idowu (Deputy Executive Director)

#### General Plenary Session 3: Reducing Unemployment: Creating Jobs Through Social Good

- 1) **Tony Elumelu Foundation:** Ifeoma Okafor-Obi (Director of Operations)
- 2) **International Breweries:** Temitope Oguntokun (Country Lead, Sustainability and Stakeholder Management)
- 3) **IBM:** Saleh Maitala (IBM University Relations Leader, West Africa)
- 4) **Sahara Group:** Ivie Imasogie-Adigun (Group Head, Human Resources)

#### General Plenary 4: The Importance of Monitoring and Evaluation for Sustainable Impact

- 1) **Innovation for Poverty Action:** Chukwuemeka Eluemunor (Country Director)
- 2) **Property Point:** Shawn Theunissen (Founder)

## LIST OF BREAKOUT SESSION SPEAKERS

### Day 1: Wednesday 5<sup>th</sup> February 2020

#### Breakout Session 1: Jobs for the Future: Leveraging Technology for Job Creation

- ✓ **Tek Expert:** Lars Johannisson (Country Manager)
- ✓ **Honeywell Group:** Tomi Otudeko (Head Innovation and Sustainability)
- ✓ **PWC:** Olufemi Osinubi, Partner (Experience Center & Emerging Technologies)
- ✓ **Future Software Resources Limited:** Nkem Begho (Founder and Managing Director)
- ✓ **Jide Rotilu** (MD, TBCA Technology) – **Moderator**

#### Breakout Session 2: Generating Employment Opportunities Through Agriculture

- ✓ **Technoserve:** Ayokanmi Ayuba (Acting Country Director)
- ✓ **Farmcrowdy:** Onyeka Akumah (Founder)
- ✓ **Easyshop, Easycook:** Saudat Salami (Founder/CEO)
- ✓ **Lagos State:** Prince Wasiu Gbolahan Lawal (Honourable Commissioner for Agriculture Lagos State)
- ✓ **Nourishing Africa:** Ify Umunna - **Moderator**

#### Breakout Session 3: Fundraising for Development Projects

- 1) **ACT Foundation:** Osayi Alile (CEO)
- 2) **African Philanthropy Forum (AFP):** Mosun Layode (Executive Director)
- 3) **Enterprise Development Centre (EDC):** Nneka Okekearu (Member Board of Trustees)
- 4) **Nigeria Climate Innovation Center (NCIC):** Bankole Oloruntoba (CEO) - **Moderator**

#### Breakout Session 4: Women and Entrepreneurship

- 1) **Access W Initiative Programme:** Ada Udechukwu (Head, Women Banking)
- 2) **Women's World Banking:** Emezino Afiegbe (SRM, Nigeria)
- 3) **Coca-Cola 5by20:** Amaka Onyemelukwe (Public Affairs and Communications Manager, Coca-Cola)
- 4) **WEConnect:** Yeshua Russel (Executive Director)
- 5) **Happy Coffee:** Princess Adeyinka Tekena (Founder/CEO) – **Moderator**

### Day 2: Thursday 6<sup>th</sup> February 2020

#### Breakout Session 5: SME Financing

- 1) **Carbon:** Emeka Mordi (Chief Operating Officer)
- 2) **FCMB:** Oluremi Agboola (Head SME Asset)
- 3) **Acumen:** Meghan Curran (West Africa Director) or Representative
- 4) **Loshe Chocolate:** Femi Oyedipe (Founder)
- 5) Charles Anyanwu, Head SME, LSETF - **Moderator**

#### Breakout Session 6: Skills Development for Jobs

- 1) **LEAP Africa:** Femi Taiwo (Executive Director)
- 2) **Jobberman:** Ore Boboye (Chief Operating Officer)
- 3) **Workforce Group:** Foluso Aribisala (CEO)
- 4) **Honey Treat:** Soyebi Samson (Managing Director)
- 5) **West Africa Vocational Education (WAVE):** Molade Adeniyi (CEO) - **Moderator**

# DAY 1 - HIGHLIGHTS



*Honourable Commissioner, Ministry of Wealth Creation and Employment, Mrs. Yetunde Arobieke delivering the Welcome Address of the Governor, Lagos State, Mr Babajide Sanwo-Olu.*



*Chairman, Board of Trustees, LSETF, Mrs. Ifueko Omoigui-Okauru delivering her speech during the Opening Ceremony of the Summit.*



*Acting Executive Secretary, LSETF, Teju Abisoye*



*Members of the Board of Trustees, LSETF – Comrade Michael Poopola Ajayi, Mr Dele Martins and Pastor Funmi Dawodu.*



*Honourable Commissioner, Ministry of Wealth Creation and Employment, Mrs. Yetunde Arobieke; Permanent Secretary, Ministry of Wealth Creation and Employment, Mrs. Boladele Dapo-Thomas and Chairman, House Committee, Ministry of Wealth Creation and Employment, Honourable Jude Idimogu.*



*Permanent Secretary, Ministry of Wealth Creation and Employment, Mrs. Boladele Dapo-Thomas delivering her address.*

# DAY 1 - HIGHLIGHTS



Country Manager, Tekexpert, Lars Johannisson; Founder/ Managing Director, Future Software Resources Limited, Nkem Begho; Partner, Experience Center & Emerging Technologies, PWC, Olufemi Osinubi and Head Innovation and Sustainability, Honeywell Group, Tomi Otudeko during a breakout session on "Leveraging Technology for Job Creation".



Ag. Executive Secretary, LSETF, Mrs. Teju Abisoye; Member, Board of Trustees, LSETF, Otto Orondaam; Chairman, House Committee, Ministry of Wealth Creation and Employment, Hon. Jude Idimogu; Honourable Commissioner, Ministry of Wealth Creation and Employment, Mrs. Yetunde Arobieke; Chairman Board of Trustees, LSETF, Mrs Ifueko Omoigui Okauru; Member BoT, LSETF, Pastor Funmi Dawodu, Permanent Secretary, Ministry of Wealth Creation and Employment, Mrs. Boladele Dapo-Thomas; Member, BoT, LSETF, Mr Dele Martins and Member, BoT, LSETF, Comrade Michael Popoola Ajayi during the opening ceremony of the LSETF Employment Summit 2020.



Ag. Executive Secretary, LSETF, Mrs. Teju Abisoye; CEO, ACT Foundation, Osayi Alile; Member, Board of Trustees, EDC, Nneka Okekearu, Executive Director, African Philantrophy Forum (APF), Mosun Layode, CEO, NCIC, Bankole Oloruntoba and Director, Strategy, Funding and Stakeholder Management, LSETF, Abosede Alimi during a breakout session on "Fundraising for Development Projects"



Delegates at Tea-break.



Special Adviser, SME Development and Investment Promotion, Enugu State, Arinze Chilo-O\_ah; SSA, & Focal Person, Human Capital Development, Nasarawa State, Habiba Balarabe Suleiman; Member, Board of Trustees, LSETF, Otto Orondaam; Managing Director, Edo State Skills Development Agency (EdoJobs), Ukinebo Dare; Special Adviser, Job Creation and Youth Empowerment, Ogun State, Lekan Olude and Special Adviser, Jobs, Ondo State, Joel Ogunsola during a panel session on "Government as an enabler for Job Creation".



Chief Impact O-fficer, Harambee Youth Accelerator, South Africa, Ms. Sharmi Surianarain.

# DAY 1 - HIGHLIGHTS



*Members of the Board of Trustees LSETF – Mr Dele Martins, Comrade Michael Poopola Ajayi, with Chairman, Board of Trustees, LSETF, Mrs Ifueko Omoigui Okauru.*



*Delegate giving feedback at one of the Breakout sessions.*



*Delegates during a panel session.*



*Delegates during a panel session.*



*Delegates during a panel session.*



*Delegates during a panel session.*

# DAY 2 - HIGHLIGHTS



SSA to the President on Job Creation/Youth Employment, Afolabi Imoukhuede during his presentation on "National Job Creation Strategies"



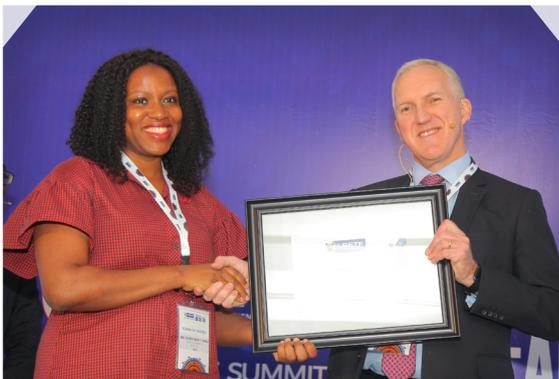
Deputy Director NELEX/MRC, Ministry of Labour and Employment, Ms. Mienye Mimi Badejo during her presentation on "Labour Laws and Policies that facilitate Job Creation"



Honourable Commissioner, Ministry of Establishments, Training and Pensions, Lagos State, Mrs. Ajibola Ponnle during her presentation on "Managing the 21st Century Workforce".



Founder, Property Point, Shawn Theunissen, Country Director, Innovation for Property Action, Chukwuemeka Eluemunor



Member, Board of Trustees, Bilikiss Adebisi-Abiola presenting an award of recognition to the Head of Prosperity Fund, British Deputy High Commission, Guy Harisson



Chief Operating Officer, Carbon, Emeka Mordi and Head SME Asset, FCMB, Oluremi Agboola during the breakout session on "SME Financing"

# DAY 2 - HIGHLIGHTS



*MC/Compere, Dr Glory Edozien*



*Head SME Asset, FCMB, Oluremi Agboola; Founder, Loshes Chocolate, Femi Oyedipe; Head, SME, LSETF, Charles Anyanwu and Chief Operating Officer, Carbon, Emeka Mordi during the breakout session on "SME Financing"*



*Planning Committee, LSETF Employment Summit 2020.*



*Delegate during the Q/A session*



*Delegate during the Q/A session*



*Exhibition centre for our Partner/Sponsors*

# DAY 2 - HIGHLIGHTS



*Honourable Commissioner, Ministry of Wealth Creation and Employment, Mrs Yetunde Arobieke, engaging guests at the summit.*



*Delegates during a breakout session.*



*Cross section of delegates during a panel session.*



*Guest, Deputy Director NELEX/MRC, Ministry of Labour and Employment, Ms. Mienye Mimi Badejo and Employment and Migration Officer, ILO Country Office, Nigeria, Dino Cornell.*



*Delegates during a panel session.*



*Delegates during a panel session.*



# SHOWCASING LEADING PRACTICES FOR JOB CREATION

## SPECIAL THANKS TO OUR SPONSORS

