



**LAGOS
EMPLOYMENT
SUMMIT**

**REPORT
2022**

THE LAGOS EMPLOYMENT SUMMIT 2022 REPORT

Executive Summary



The second edition of the Lagos Employment Summit, convened by the Lagos State Employment Trust Fund (LSETF) and the Ministry of Economic Planning and Budget (MEPB), was held at Eko Hotels and Suites, Lagos. The two-day summit, which took place on March 3rd and 4th, 2022, was organised as the foremost discourse platform for employment and employability strategies in Nigeria.

With the theme "Sustainable Job Creation Strategies: Collective Action and Prosperity for All", the summit hosted resource persons and representatives of local and international institutions, including public, private, and non-profit organisations, development partners, Federal and State regulatory bodies, industry captains and training institutes. Other participants were drawn from technology start-ups, micro, small and medium scale enterprises (MSMEs) and other stakeholders relevant to solving unemployment and creating jobs.

The Summit set out to explore inclusive approaches to transition Nigerian youth from education to the workplace; examine innovative approaches to work and enterprise in a COVID-19 landscape; identify emerging trends and opportunities for prioritising the right set of investments; drive conversations on sustained job creation partnerships and stimulate the ecosystem for dependable collaboration and collective action.

The hybrid event had a total of 7,516 registrations, about 2,800 virtual attendees and over 950 physical attendees. Notable amongst the in-person attendants was the Lagos State Governor, Babajide Sanwo-Olu, who led a team of the State's Executive Council representatives of legislative and judicial arms, including the Deputy Governor, Dr. Obafemi Hamzat, to the Summit, amplifying the expectation on the outcomes of the Summit.

The two-day summit featured over 70 speakers in 15 plenary sessions, topical presentations and breakout sessions. There were also side clinics and masterclasses on both days, alongside an innovation challenge, and exhibitions by partners and LSETF beneficiaries. Delegates, speakers, panellists, and presenters participated physically, with a few joining virtually.

Key Highlights & Recommendations

- Four institutions, the Lagos State Government, the Africa Growth Initiative at Brookings Institute, the International Finance Corporation (IFC), and the VFD Group, have pledged to increase their support for LSETF in creating economic opportunities for small businesses and enabling job creation for the Nigerian youth. Governor Babajide Sanwo-Olu promised a 100 percent budget increase for the Trust Fund.
- The Summit called on stakeholders to rekindle credible partnerships, which would lead to collective actions needed to deliver significant job creation impact.
- The employment crisis in the country is exacerbated by an acute skills deficit, and Nigerian youth should enhance their eligibility for work placements in the post-pandemic era by sharpening their skills to meet the changing requirements of the marketplace. Employers/industries, especially in the construction sector, suffering skills deficits should accept and train employees with basic skills as means of helping their businesses/industries bridge the talent supply gap.
- Delegates called for a mutually beneficial value proposition that is attractive to both the supply and demand side of the labour market, and for inclusive policies and programmes that target ongoing training and bankable employment opportunities for minority groups such as the rural youth, young women, and persons with disabilities.
- Technical and Vocational Education and Training (TVET) is an ingenious strategy for closing the skills gap in the labour market, and operators of the system should progress beyond providing short-term solutions to delivering a more formal skill-based education in a structured process that earns trainees certifications in different fields of learning. Standardisation and certification of vocational training institutes in Nigeria should be driven to build and improve the labour value of vocational graduates.
- In considering the challenges facing fresh graduates that flow into the labour market, delegates recommended equipping members of the National Youth Service Corps (NYSC) with skills that would make them relevant in the emerging marketplace within the one-year service period. They also called for the inclusion of enterprise courses and training for all students from secondary to tertiary levels.
- On the ease of doing business, delegates called on regulators to be business enablers that assist in grooming businesses into a sustainable pool of taxpayers

of taxes to the government. They urged regulatory authorities to review their activities, which tend to stifle businesses and cause job losses, to incorporate regulatory coverage of all new areas of business startups, with a clear and unified regulatory and payment system that addresses multiple taxation and oversight.

- Employment only comes with creating a vibrant economy that demands labour. Regulations should therefore have a keen focus to attract foreign direct investments (FDIs), encourage scalability, and trigger employment generation.
- Delegates agreed that the Recognition of Prior Learning (RPL) model presents an experience-based solution to closing skills gaps. They appraised the alternative education method as tapping into existing competencies for rapid deployment in areas of critical need, noting that experienced hires reduce the cost and time of training and transitioning candidate rapidly to employment.
- The Summit also recommended that the nation's education system be reimagined, recognizing the emerging orange economy and relevant digital skills needed to progress from online learning to participating in the gig economy.
- Finally, delegates commended the Lagos State Government for planning a re-examination of its education system with a view to redesigning the curriculum and providing digital learning tools for comprehensive learning skills at pre-tertiary education levels.

| S/N | Key Recommendations | Agencies Responsible | LSETF's Action Plan | | |
|-----|---|---|--|---|--|
| 1 | Train young persons with essential skills as a means of helping bridge the talent gap in the construction industry. | <ul style="list-style-type: none"> • LSETF • Construction Organizations • TVET Institutions. | 0-3 months Report specific recommendations to all responsible agencies. | 3-6 months Set up methods for the execution of recommendations. LSETF is happy to participate if invited, or follow up. | 6-24 months Agencies to implement recommendations. LSETF to collect data from implementing agencies. |
| 2 | Deliver inclusive programmes that target underserved groups such as women, rural youth and persons with disabilities. | <ul style="list-style-type: none"> • LSETF • Government Institutions • Private Organizations | | | |
| 3 | Increase the length of vocational education training. | <ul style="list-style-type: none"> • NBTE • LASTVEB | | | |
| 4 | Standardization of vocational institutes. | <ul style="list-style-type: none"> • NBTE • LASTVEB | | | |
| 5 | Centralized validation of TVET certificates issued by training institutions | <ul style="list-style-type: none"> • NBTE • LASTVEB | | | |

| S/N | Key Recommendations | Agencies Responsible | LSETF's Action Plan | | |
|-----|---|---|---|---|--|
| 6 | Promote a transparent regulatory environment and institute a unified payment system to address double taxation. | <ul style="list-style-type: none"> • PEDEC • Internal Revenue Agencies (FIRS, LIRS) | 0-3 months Report specific recommendations to all responsible agencies | 3-6 months Set up methods for the execution of recommendations. LSETF is happy to participate if invited, or follow up. | 6-24 months Agencies to implement recommendations. LSETF to collect data from implementing agencies. |
| 7 | Reform the NYSC programme to an apprenticeship scheme to promote skill acquisition. | <ul style="list-style-type: none"> • NYSC | | | |
| 8 | Restructure the education system to recognise and incorporate the orange economy and online learning into existing systems. | <ul style="list-style-type: none"> • Ministry and State Commission for Education | | | |





LAGOS EMPLOYMENT SUMMIT

DAY 1

THURSDAY,
3RD MARCH 2022

OPENING CEREMONY

Welcome Address by LSETF Chairperson, Bola Adesola



Bola Adesola highlighted the national unemployment rate of 33.3 percent, with Lagos State being worse at 42.5 percent. She attributed these to an influx of unemployed youth from other states in the country and others from countries in the West African region seeking a better future. As such, there is a need for public and private sector stakeholders to collaborate on strategies and collective action in tackling the rising unemployment in the State.

Bola Adesola stated the LSETF has, since its inception in 2016, covered the full value loop with strategies that enhance businesses, create employment, boost the skills of job seekers, improve the living standards of young people, and enable significant growth of tax revenue for the State. She further highlighted that the Fund had enabled the creation of 182,000 new jobs, saved 50,000 jobs, and trained 12,335 young people for employment. She added that the various interventions of the LSETF had supported 30,409 small businesses, 413 tech startups and innovators, and pooled 68,582 new taxpayers into the State.

OPENING REMARKS

Commissioner, MEPB, Sam Egube

The Honourable Commissioner Ministry of Economic Planning and Budget (MEPB), Sam Egube, stressed the need for the Summit to evolve strategies for enhancing employment, stating that the unemployment rate amongst youth in the State was alarming at 42.5 percent. He noted that the situation worsened at an annual unemployment growth of 3.2 per cent.

Sam Egube pointed out that the critical issue in the unemployment crisis is resident in the skills deficit, adding that the government is driving several training programmes with partners to bridge the gap between job availability and employability. He stated that to enhance the business environment and create enablers, Lagos State and its development partners would remain relentless in expanding infrastructure to boost the productivity of the people and businesses in the State. He said investments in formal and informal education are targeted at driving empowerment through skills development and job creation.

He concluded by stating that critical recommendations from the Summit would be synchronized with the strategic plans of the State Government.



LSETF'S 5-YEAR JOURNEY

Teju Abisoye, Executive Secretary



- Lagos houses over 20% of MSMEs in Nigeria.
- MSMEs are the backbone of the nation's economy, accounting for over 50% of the nation's GDP.
- The LSETF has been responsible for the creation and sustenance of over 200,000 direct and indirect jobs within the state.

She spotlighted some of the Fund's initiatives, including the MSME Recovery Fund, the Employability Programme, Lagos Innovates for tech startups, and the Employment Summit. Key learnings from the activities of the Fund in the last five years include:

- It is not only about funding: MSMEs also need a hand-holding phase to ensure they are adequately equipped for the Nigerian market.
- Leveraging essential resources is vital, such as innovative financing, is vital
- Forging strategic partnerships is critical to driving the vision of the Fund.
- Removing entry barriers into the markets for MSMEs is very important if they are to be drivers of jobs.

KEYNOTE PRESENTATION

on Africa and the Future of Work by the Director of Africa Growth Initiative at Brookings Institute, Aloysius Uche Ordu

Africa fared better than expected in the global pandemic which challenged the health and economic wellbeing of the global population. Africa is also recovering from the pandemic recession, with Sub-Saharan Africa posting a growth projection of 3.5 percent in the 2022-2023 period. Africa's impressive recovery rate is happening in smaller economies as well as bigger economies like Nigeria.

In his outlook into the future, Aloysius Ordu noted that the new route to recovery would primarily involve Africa's 1.2 billion youth, 70 percent of whom are under 30 years of age. Youth-dominated businesses would form the future of the African economy, with the Yaba technology hub in Lagos State as an excellent symbol of the potential stored up in the youth. He noted that investing in the youth would transform them into greater resources and prepare them for future challenges.

He pointed to the achievements of the LSETF as a credible example for other states of the federation to emulate, adding that the Lagos model has begun gaining global attention. He also pledged the solid support of the AGI of the Brookings Institute for the Lagos State Government in creating opportunities for the Nigerian youth.



KEYNOTE SPEECH

Ina Hommers, Country Director, Nigeria and ECOWAS, GIZ

GIZ is privileged to partner with the Lagos State Government in providing planning and training to enable the youth secure decent jobs.

Ina Hommers highlighted that GIZ has participated in providing capacity for improved employment opportunities through financing and training small businesses, stressing that the role of the Lagos State Government in the exercise makes the State a strategic partner. She congratulated the Government of Lagos on its infrastructure development and employment initiatives, adding that GIZ was working with LSETF to build a platform for public/private data harmonization on employment generation aimed at creating a thriving business environment for Lagos State and Nigeria.

She called on the government to continue its support for policies and programmes that target ongoing training and bankable employment opportunities for youth in rural and underserved communities.



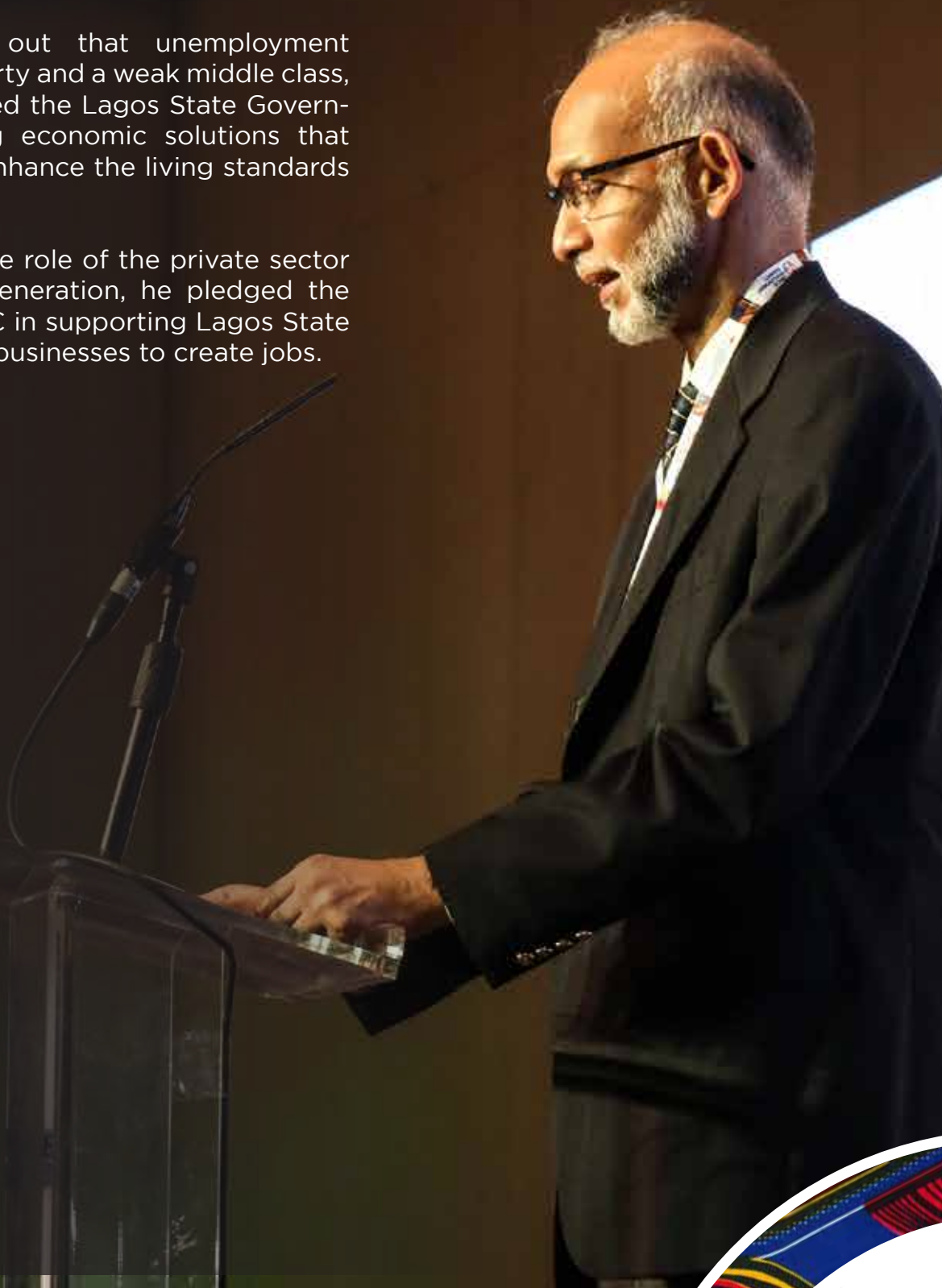
PRESENTATION

Role of Financial Institutions in Job Creation: Kalim Shah, Country Manager, IFC

70 million Nigerians remain unemployed, and the number increases if the underemployed are added. The situation is a critical index of the state of the economy, as economic growth is directly connected to job creation.

Whilst pointing out that unemployment translates to poverty and a weak middle class, Shah congratulated the Lagos State Government for seeking economic solutions that create jobs and enhance the living standards of families.

In emphasizing the role of the private sector in employment generation, he pledged the support of the IFC in supporting Lagos State to enable private businesses to create jobs.



KEYNOTE REMARKS

Babajide Sanwo-Olu, Executive Governor, Lagos State

Resilience and commitment form the pillars of the State's resolve to drive policies that create wealth and employment. The Government's mandate is to ensure that the economic prosperity of the State remains unwavering, and is committed to creating a congenial environment for building credible businesses. Despite the challenges brought on by the COVID-19 pandemic and the disruptions inflicted by the END SARS uprising, Lagos continues to thrive better than other megacities in Africa. To address the current unemployment challenge, the State will implement policies that leverage the large youth population in the State.

Though funding remains a critical challenge, the LSETF is effectively delivering the mandate to address the unemployment problem for the youth in the State, and the State Government will seek to provide additional funding to augment over N10 billion already committed to addressing unemployment in the State. He appealed to partners to commit more resources to enable the LSETF to achieve more in helping people and businesses recover faster and better from the COVID-19 downturn.

To align skills with the demands of the labour market, the Lagos State Government is re-examining the education system to redesign the curriculum and provide digital learning tools for comprehensive learning at pre-tertiary education levels. Lagos State has also secured licenses for a University of Science and Technology and a University of Education as part of its investments in upskilling and upgrading knowledge acquisition to equip youth for today's talent marketplace.

The LSETF has proven to be effective in delivering its mandate and the current administration will provide a 100 percent increase in budgetary provision for the Fund's key programmes, especially the incubation scheme, creation of facility hubs for enterprise collocation, and training programmes. The State will also strive to make the LSETF a globally acclaimed Fund renowned for grooming enterprises and refining the skills of the workforce.





**PLENIARY
SESSIONS**

DAY 1

PLENARY SESSION 1

Innovative and Inclusive Job Creation Strategies Post the COVID-19 Pandemic



Adenike Adeyemi
(Moderator), Executive Director,
Fate Foundation



Sola Adewole
Partner, PwC



Jussi Hinkkanen
CEO - FUZU



Sybil Ferris
Team Lead: Skills for
Prosperity – Nigeria (S4P-N)



Ify Umunna
Co-CEO Nourishing Africa



Vanessa Phala
Director of the International Labour
Organization (ILO) Office for Nigeria,
Ghana, Liberia and Sierra Leone

Background

Covid-19 has changed how humans work in fundamental ways. Some changes will be temporary, but some will mark lasting and fundamental shifts in traditional corporate culture. Telework. Virtual meetings. Collaboration portals. These are no longer new concepts in our daily work lives. Companies have quickly adjusted to the new realities of social distancing protocols, and the ideas and tools we only dreamt that we would need in the future became our reality almost overnight.

These changes to company culture have resulted in a new normal for businesses of all sizes that will last well beyond the end of the pandemic. Therefore, it is important to rethink our ideas about company culture. New corporate culture is about collaboration, the work we do, and the novel ways we manage to stay connected.

Panellists:

- **Ms. Adenike Adeyemi (Moderator)**, Executive Director of Fate Foundation
- Mr. Sola Adewole, Partner, PwC
- Mr. Jussi Hinkkanen, CEO, FUZU
- Ms. Sybil Ferris, Team Leader, S4P-N
- Ms. Ify Umunna, Co-CEO, Nourishing Africa
- Ms. Vanessa Phala, Director, ILO Office for Nigeria, Ghana, Liberia, and Sierra Leone

Discussion Highlights & Recommendations

- Climate change, digital literacy, and a green economy drive the global market.
- Employers should go beyond qualifications to seek skills such as written communication, personal effectiveness, and social skills needed in analysing any subject.
- Agriculture still creates millions of jobs, and women are three times more likely to be entrepreneurs in the agricultural space, so they must be empowered accordingly.
- Private and public partners are not as aligned as they should be due to the commercial orientation of businesses and their need for return on investments.
- Cross-sector collaboration amongst public, private, and civil society organisations should be adopted to develop a national apprenticeship model.
- The private sector must rethink the academic and age qualification methods of employing people.

- Corporates must consciously make investments to build talents, and not just buy talent.
- The private sector should be involved in designing education curricula, but it is important that the Government, in doing this, ensures the inclusion of 21st century skills (hard and soft) so that those who go through the school system are equipped for the new world of work.

Topical Presentation: Solape Hammond, SA on SDG to the Governor

Summary

- A 1% increase in investment translates into a 3% increase in employment.
- Economic growth is directly connected to the GDP.
- We must digitise traditional investments.
- According to a survey carried out by the Office of SDGs, Lagos State, where over 400 businesses were asked whether they would like to continue doing business and increase investment in Lagos, more than 64% of international organisations and 90% of national organisations voted 'Yes'.
- Lagos, therefore, remains a huge attraction as an investment destination for investors and corporations.
- We must continue to increase investment opportunities for SMEs to grow the economy and create jobs.

PLENARY SESSION 2

The Role of Regulation & Ease of Doing Business in Reviving Employment



Baba Alakolaro
(Moderator), Managing Partner,
TNP



Dr. Jumoke Oduwole
Special Adviser to the President of
Nigeria on Ease of Doing Business



Olaoye Jaiyeola
CEO Nigeria Economic
Summit Group



Michael Famoroti
Chief Economist, Stears



Princess Adeyinka Tekenah
CEO, Happy Coffee



Adeniyi Adenubi
Executive Director, Governance,
Government & Subsidiary Relations, VFD Group

Background

The post-COVID impact on MSMEs has created an alternative dimension to how businesses are run, and the realities of employment. While new jobs were created, so many jobs were lost, and the enforcement of certain policies may lead to even more loss of jobs.

In the face of this new normal, one of the key drivers of quick and sustainable recovery is the creation of intentional, people-centric, and development-focused policies that cater to all aspects of the economy with a particular focus on youth employment. Whilst potential exposures may be a big concern, with flexible policies, the risk and reward perspective on policy and regulation may be a good place to start. This will ensure that an exhaustive impact evaluation of policy and regulation is considered before outright enforcement.

Panellists:

- **Baba Alakolaro (Moderator)**, Managing Partner, The New Practice
- Dr Jumoke Oduwole, Special Adviser to the President on Ease of Doing Business
- Michael Famoroti, Head of Intelligence, Stears
- Princess Adeyinka Tekenah, CEO, Happy Coffee
- Niyi Adenubi, Executive Director, Governance, Government and Subsidiaries Relations for VFD Group Plc.

Discussion Highlights & Recommendations

- Nigeria remains 11th on the World Bank's scale of best business environments in Africa. The Federal Government is encouraging states to deepen policies that promote businesses across the country.
- Venture capitalists search for businesses that innovate traditional plays in areas such as Fintech, Agritech, Healthtech, Edutech, and e-commerce.
- The micro nature of enterprises in the country limits their capacity to deliver adequate value to the domestic economy.
- The inability of the local regulatory regimes to groom young businesses explains why the economy is dominated by well-established foreign multinational firms and foreign direct investments.
- Government policies and programmes in economic development have remained reactionary, stifling, and mostly non-data driven.

- Despite policy proposals collated from the private sector, political exigencies prevent the government from taking tough but necessary decisions.
- Regulators should be business enablers and not revenue agencies, as well-groomed businesses will logically grow into government taxpayers.
- Regulators in the economy perceive business startups as cash cows. New businesses are exploited rather than assisted in the local regulatory environment. This fear of exploitation forces startups into the mistake of building in silence rather than engaging with the Government.
- There is a need and benefit for the Government to establish an agency or ministry that will assist diaspora businesses in relocating or establishing offshoots in the country.
- A national policy to promote locally produced commodities should be enforced.





**BREAKOUT
SESSIONS**
DAY 1

BREAKOUT SESSION 1

Identifying Barriers & Opportunities in the Use of Technical and Vocational Education and Training (TVET) to Grow Youth Employment



Ronke Azeez
(Moderator), Executive Secretary,
LASTVEB



Jody Adewale
Managing Director,
ETIWA Tech



Tobias Wolfgarten
Team Lead, Lagos, GIZ, Skye



Folashade Adefisayo
Honourable Commissioner,
Lagos State Ministry of Education



Igbuan Okaisabor
CEO - Construction Kaiser Limited (CKL)

Background

The evolution of labour market demands has created a need to introduce Technical and Vocational Education and Training (TVET) to the youth, in addition to the traditional education system. This will ensure sustainable development and aid the reduction of youth unemployment. The aim is to tackle the prevailing unemployment figures by upscaling and reskilling the target group (persons between 18-35 years) in a manner that will create a pipeline from formal schools to the technical and vocational market.

To achieve this, recommendations are made for the revamping of the school curricula, implementation of policy reforms on the labour market, and the introduction of initiatives targeted at the reorientation of young people to understand the essence of

Panellists:

- **Ms. Ronke Azeez (Moderator)**, Executive Secretary of LASTVEB
- Ms. Jody Adewale, Managing Director of ETIWA Tech
- Mr. Tobias Wolfgarten, Head of Projects at GIZ-Skye
- Ms. Folashade Adefisayo, Lagos State Commissioner for Education
- Mr. Igbuan Okaisabor, CEO of Construction Kaiser Limited.

Discussion Highlights & Recommendations

- TVET is critical for any country seeking to bridge the gap in the medium-level technical skills to drive economic development. Considering Nigeria's current unacceptable paradox of high youth unemployment and enterprises, a TVET program will contribute extensively to supporting enterprises desperately searching for a skilled workforce.
- Most technical jobs in Nigeria are executed by artisans from Togo, Ghana, India, China, and Lebanon.
- Technical schools are overwhelmed by demand because of limited investments in informal education.
- Women have been observed to take more responsibility than men in some cases, particularly female technicians who typically take oversight functions very seriously.

- Despite the huge unemployment figures, the teeming youth are unable to take advantage of the enormous job opportunities in the construction industry because they are not adequately skilled.
- Lagos State Government will build 50 additional comprehensive schools and upgrade vocational training centres for school-age children to address the impending spike in attrition rates in the schools.
- Lagos State Government's TVET beneficiaries are not only prepared for employment but are also given jobs and government-sponsored starter packages worth N3 million each.
- TVET should progress beyond providing a short-term solution to unemployment to delivering a more formal skill-based education in a structured process that earns trainees certification in different fields of learning.



BREAKOUT SESSION 2

Preparing the Youth for a Resilient Career: Soft-skills, Job Centres, and Other Investments



Sheila Ojei
(Moderator), Head, Corporate Communications - Jobberman



Adetomi Soyinka
Director of Programs, British Council, Nigeria



Femi Taiwo
Executive Director, LEAP Africa



Seriki Bello
H.O.D, Employability, Ministry of Wealth Creation & Employment



Bode Roberts
Global Talent Development Leader, Dataleum

Background

Digital innovation has disrupted many businesses and cultures, including how work is done. These disruptions create a new challenge in predicting the level or types of jobs and corresponding relevance in the coming years. Amid these uncertainties, soft skills remain a constant requirement regardless of the dimension for doing work and investment.

To adapt to the ever-changing economic landscape, organisations must change the way employees are trained by paying closer attention to these skills, as this has become the fundamental differentiating factor between getting the job done and leaving a lasting impression of excellence. All facets of businesses must now recognise the growing need for these important skills and should invest in securing both present and future business success.

Panellists:

- **Ms. Sheila Ojei (Moderator)**, Head of Corporate Communications at Jobberman
- Ms. Adetomi Soyinka, Director of Programs, British Council, Nigeria
- Mr. Femi Taiwo, Executive Director, LEAP Africa
- Mr. Bode Roberts, Global Talent Development Leader, Dataleum
- Ms. Seriki Bello, H.O.D, Employability, Ministry of Wealth Creation & Employment.

Discussion Highlights & Recommendations

- 1 in 5 young Nigerians will not go to university.
- Subsidised employment, if well monitored, can aid in solving unemployment.
- It is important to embed soft-skills training in the education curricula across all levels - from nursery to tertiary education.
- Active collaboration between the Government, private sector and development agencies is required to solve the problem of unemployment.

Presentation

Sybil Ferris, Team Lead, S4P-N

- The current structures for formal education do not have the capacity to accommodate all Nigerian youth who need access to formal education.

- Alternative skills are also less attractive because they are employed in the low-wage informal sector.
- Recognition of Prior Learning (RPL) is a critical method to recognize and value the skills of unqualified but competent workers, as skills acquired through years of constant practice in a particular job equip the worker with unassailable competencies.
- RPL makes competencies visible, reduces cost and time of training, and transitions the candidate rapidly to employment.

BREAKOUT SESSION 3

Alternative Education to Employment Pathways



Sybil Ferris
Team Lead: Skills for Prosperity
Moderator



Foluke Jaiyeola
Senior Human Resource Business
Partner, Nestlé Nigeria Plc.



Olawanle Morenikeji
Head, People Transformation Practice,
Phillips Consulting



Ewoma Oloye
Head, Corporate Services, Construction
Kaiser Limited (CKL)



Omowale Ogunrinde
Program Director, Field of Skills
and Dreams Vocational Technical
and Entrepreneurship Academy - FSD

Background

Africa's youth population is expected to increase from one-fifth in 2012 to one-third by 2050 (AfDB, 2016), a phenomenon described by demographers as a 'youth bulge'. This exponential growth is an indication of the vulnerability facing young people in the current global social and economic dispensation. Out-of-school youth (OOSY) in sub-Saharan Africa (SSA) make up 35% of the world's out-of-school children and youth (UNESCO Institute for Statistics (UIS), 2017; The World Bank Group, 2018), hence making the education gap a fundamental driver of the vulnerability.

Providing education and training to the youth is an effective way to mitigate this vulnerability. However, most of the promising and innovative learning is taking place in alternative education systems and programs serving youth. These alternative education pathways represent an essential part of the education system in the continent. Whilst these learning options are providing opportunities to help increase the chances that no young person is left behind, they have also been overlooked, under-resourced, and marginalised. The need for educational pathways leading to a credential is immense, but the available capacity to serve disconnected youth is inadequate.

An intentional drive to promote and support alternative education will create a balance in the system by building a population of youth who can sustain the African economy.

Panellists:

- **Ms. Sybil Ferris (Moderator)**, Team Leader, S4P-N
- Ms. Foluke Jaiyeola, Senior Human Resource Business Partner at Nestle Plc
- Mr. Olawanle Morenikeji, Head of People Transformation Practice at Phillips Consulting
- Ms. Ewoma Oloye, Head of Corporate Services at Construction Kaiser Limited
- Ms. Omowale Ogunrinde, Programme Director at FSD.

Discussion Highlights & Recommendations

- Nestle Nigeria Plc runs an 18-month training program to equip youth with hands-on skills, which qualifies the candidate for City and Guilds certification and a possible three-month internship at the company's Swiss production plants.
- Standardisation and certification of vocational training in Nigeria to build and improve the labour value of vocational graduates and degrees are required.
- Centralised certification agencies are needed to validate certificates from registered vocational training centres around the country.
- The creation of a database for monitoring in-demand skills in the market and incorporation of soft skills into the training curriculum are also necessary steps to curb youth unemployment.

BREAKOUT SESSION 4

Diversity & Inclusion: A Tool for Economic Growth



Abosede George-Ogan
(Moderator), Founder,
WILAN Global



Adenike Oyetunde
Senior Special Assistant to the
Governor of Lagos State on
Persons with Disability



Hansatu Adegbite
Executive Director,
Women In Management, Business
& Public Service (WIMBIZ)



Dabesaki Mac-Ikemenjima
Senior Program Officer, West
Africa, Ford Foundation



Omolola Opaleye
Head Treasury Markets Nig, Gam &
CDI, Standard Chartered Bank

Background

In every country, some groups confront barriers that prevent them from fully participating in political, economic, and social life. These groups may be excluded not only through legal systems, land and labour markets but also discriminatory or stigmatizing attitudes, beliefs, or perceptions.

The disadvantage is often based on social identity, which may be across dimensions of gender, age, location, occupation, race, ethnicity, religion, citizenship status and disability, amongst other factors. This kind of social exclusion robs individuals of dignity, security and the opportunity to lead a better life.

Left unaddressed, the exclusion of disadvantaged groups can be costly. At the individual level, the most measured impacts include the loss of wages, lifetime earnings, poor education, and employment outcomes. At the national or state level, the economic cost of social exclusion can be captured by foregone gross domestic product (GDP) and human capital wealth.

Panellists:

- **Ms. Abosede George-Ogan (Moderator)**, Founder, WILAN Global
- Ms. Adenike Oyetunde, Senior Special Assistant to the Governor of Lagos State on Persons with Disability.
- Mr. Dabesaki Mac-Ikemenjima, Senior Program Officer, West Africa, Ford Foundation.
- Ms. Omolola Opaleye, Head Treasury Markets Nig, Gam & CDI, Standard Chartered Bank.

Discussion, Highlights & Recommendations

- A publication by McKinsey Global Institute found that if women were to participate in the global economy identically to men, they could add as much as \$28 trillion to global GDP by 2025. According to the World Bank development indicators, Nigeria stands to gain 66.4 billion naira if women, who make up 49.32% of Nigeria's population, are well represented in peace talks.
- Organisations that rank top 25% in inclusion are likely to be more profitable than their counterparts.
- Government must enforce the Persons with Disabilities Act, which requires organisations to have at least 5% of their workforce as persons with disabilities to ensure inclusive employment across all sectors in the country.
- Learning difficulties and other non-physical challenges should also be recognized as disabilities, so that people who fall into this category are given the support needed to be valuable contributors to the economy.
- There is a high cost of exclusion and a clear intersection between economic, political and social inclusion or exclusion, as the case may be.
- Active collaboration between the Government, private sector and international development partners is needed to foster inclusion that leads to economic growth.



LAGOS EMPLOYMENT SUMMIT

DAY 2

FRIDAY,
4TH MARCH 2022

OPENING REMARKS

Opening Remarks by Honourable Commissioner of Wealth Creation and Employment (MWCE), Yetunde Arobieke



Summary

- Platforms and discourses such as the Lagos Employment Summit are essential for driving change in the employment space.
- It functions in alignment with the THEMES framework and fosters collaboration between the public and private sector stakeholders.
- It demonstrates the commitment of Lagos State to the SDGs 1,2,3,4,8,9 and 17 activities of the LSETF and MWCE.

KEYNOTE ADDRESS (VIRTUAL)

Abubakar Suleiman, CEO, Sterling Bank



Summary

- The challenges/opportunities as shown by the Sterling Bank initiatives targeted at education, renewable energy, transport, agriculture and healthcare are important levers to pull when addressing unemployment.
- Partnerships are extremely important for building wealth and creating employment.
- Funding retail consumption is essential to building increased demand for employment.
- Renewable energy can create millions of jobs for Nigerians.



PLENARY SESSIONS

DAY 2

PLENARY SESSION 3

Partnering for Impact: Critical Drivers of Youth Employment



Background

The power of synergy in the strength of many cannot be overemphasized – especially as it relates to the growing youth unemployment and the drive to stem and reverse the trend. It is thus pertinent to firstly identify the critical areas (sectors, industries, etc.) that drive sustainable employment at scale; identify the resources (human and financial) required to achieve sustainable employment and finally, identify key stakeholders with capacity, competence and desire to provide the identified resources.

Developing partnership frameworks that ensure value is delivered to all stakeholders is also critical to the long-term sustainability of established partnerships.

Panellists:

- Ms. Tosin Faniro-Dada (Moderator), CEO of Endeavour Nigeria
- Ms. Etemore Glover, Project Lead, Impact Investors' Foundation
- Mr. Markus Wauschkuhn, Head of SEDIN Programme, GIZ
- Mr. Lars Johannisson, Managing Director of Elev8
- Dr. Amarakoon Bandara, Senior Economic Adviser, UNDP

Discussion, Highlights & Recommendations

- Education, agriculture and healthcare are impacted by technology and therefore, must be digitalised to adapt to the globalisation of employment.
- Stakeholders must partner with government education agencies to revisit and revamp the curriculum to fit the 21st century needs of the workplace.

- 5.7% of the Nigerian budget is allocated to education, against the prescribed 26% by UNESCO.
- Dialogue and engagement by private, public and international development agencies are key. Organisations must forge meaningful and strategic partnerships.
- Transparency and enabling regulations that ease doing business are essential to job creation and fostering an environment for cross-sector collaboration.



INNOVATION CHALLENGE



The Innovation Challenge set out to explore possible solutions to address the challenge of youth unemployment. The objectives were to:

- Create an avenue for individuals and groups to come up with technology-driven solutions that can facilitate sustainable jobs.
- Create a platform for existing technology-based businesses to showcase their products that have the potential to create sustainable jobs and reduce unemployment rates.
- Serve as a platform through which the LSETF can explore more options and possible solutions to create employment and entrepreneurship opportunities.

Over 180 applications were received, and through two shortlisting stages, they were screened to a final 5, who were invited to attend the final pitch day at the summit.

After the pitch exercise, the awards for the Innovation Challenge were presented by the Chairperson, Board of Trustees, LSETF, Bola Adesola and Sinari Daranijo, member of the LSETF Board of Trustees. The following were the results:

- Winner, *SabiTeach*,
- First Runner-Up, *CDial Africa*,
- Second Runner-Up, *LearnAM*.

PLENARY SESSION 4

Learning from History: A Case Study of Apprenticeship Systems



Background

An apprenticeship is a form of workplace learning which begins with a contractual agreement undertaken by the master-craftsman and the apprentice, through which the apprentice is trained for a prescribed work process by practical experience under the supervision of the master-craftsman.

The British and Igbo apprenticeship systems were and have been very prevalent over the years, achieving significant success in training and equipping the youth for careers aligned to specific trades. Looking closely at the structures/framework with which these systems operate(d), key lessons can be derived and utilised as inputs to present-day programmes.

Panellists:

- **Dr Henrietta Onwuegbuzie (Moderator)**, Director of Entrepreneurship Innovation, Lagos Business School
- Mr. Nnamdi Ezeigbo, Founder/CEO of SLOT Systems Limited
- Mr. Obi Asika, Founder of Africa NXT
- Ms. Joyce Awosika, Founder/CEO of ORIKI Group
- Ms. Maxine Pittet, Project and Business Development Manager, Aldelia Manpower.

Discussion, Highlights & Recommendations

- The failure rate of startups is as high as 90%, while the success rate of businesses that undergo the apprenticeship process is as high as 70%.
- SLOT runs an apprenticeship academy that takes six months to one year for completion, and it serves as a sustainable capacity building funnel for employment and employability.
- The Igbo apprenticeship scheme, a form of apprenticeship practised in Nigeria, should be studied and scaled to reach more Nigerian youth.
- There must be a digital disruption of apprenticeship systems to fit the current employment needs of Nigerians.
- Schemes like the NYSC can be systematically structured to teach relevant skills to build employability.
- Government and stakeholders must formalise apprenticeship systems in Nigeria.



PLENARY SESSION 5

Orange Economy: Catalysing Youth Employment in Emerging Markets



Background

The core of the orange economy encompasses a wide array of cultural and creative goods and services, from architectural design and performing arts to film, games, fashion, and music. Nurturing talents in the cultural and creative sector is important to economic development and growth. The industry is characterised by relatively fewer barriers to entry, and digital opportunities now abound for creators to grow their businesses. Cultural and creative industries tend to employ more youth and can offer more flexible work opportunities.

In Nigeria, modern and traditional art and music hold wide appeal and are featured in global concerts and festivals. The government has continued to support the creative sector in recognition of its importance to employment and revenue generation. As creativity is rapidly becoming a condition for competing in the globalised economy, policymakers must view it as a significant economic asset and nurture it to support job creation.

Panellists:

- **Ms. Omoyemi Akerele (Moderator)**, Executive Director of House Style Files
- Mr. Fola Olatunji-David, Member of the Governing Board of Sporting Lagos
- Mr. Idris Olorunnimbe, CEO of the Temple Company
- Mr. Chinaza Onuzo, Director at InkBlot Productions
- Ms. Ojoma Ochai, Managing Partner, Creative Economy Practice.

Discussion, Highlights & Recommendations

- The orange economy currently accounts for 2-8% of Nigeria's GDP. It encourages local talent discovery which continues to develop the entertainment sector.
- It is important for storytelling to reflect the painstaking process of achieving success.
- Industry-specific challenges must be viewed from an ecosystem standpoint.
- The regulatory environment in the African cultural and creative industries must be readdressed.
- An important driver of the growing orange economy will be the promotion and adoption of an intellectual property culture.



Showcase of Leading Practices in Entrepreneurship for Job Creation

Olawale Anifowoshe, Entrepreneurship Development Center, University of Lagos.



The EDC was set up in 2003 to provide leading entrepreneurship and job creation practices through:

- Business development services.
- Training programs/capacity building.

Key Initiatives

- The **YOU WIN Program**, which trains 166,000 people who get grants from the Federal Government, indirectly creating jobs.
- The **BIG Project**, which supports high-impact businesses in the technology space.
- **Transforming Nigerian Youth Programmes**, in partnership with the Mastercard Foundation, launched in 2020 in Lagos, Kano and Kaduna.

Impact

- 49,000 learning
- 5,184 have completed training and are currently accessing the Business Development Support Program.
- 1,139 jobs were created with 40,000 jobs in view.

Professor Sunday Abayomi, Entrepreneurship and Skills Development Centre, University of Lagos.

The entrepreneurship centre provides financial and mentorship support, as well as free incorporation and incubation, to "studentpreneurs."

Key Initiatives

- The entrepreneurship institute at the University of Lagos has intervened by training 8,000 students and 118 businesses in the last five years.
- The centre is on a journey to reach the milestone of a billion dollars and become a unicorn organisation.
- The entrepreneurship centre has forged strategic partnerships with key African stakeholder nations such as Kenya.



Ayokanmi Ayuba, Technoserve

Technoserve is a global non-governmental organisation serving 54 countries. The focus areas are micro-businesses in the agricultural entrepreneurship and food processing sectors.

Key Initiatives

- The Pan-African Youth Entrepreneur Development (PAYED) program, in partnership with CitiBank, which provides training and tailored advisory support to 600 young entrepreneurs in Kenya, Nigeria and Cote d'Ivoire, in the micro-retail sector.
- In Nigeria, the initiative was launched in 2019 to support women and youth-led micro-enterprises in Abuja, and Enugu, Asaba and Port Harcourt.

Khalil Nur Khalil, Kaduna Investment Promotion Agency, (KADIPA)

KADIPA is working to make Kaduna State the one-stop investment centre for industries and businesses in Nigeria through innovative business initiatives, favourable regulatory policies and financial aid/mentorship for the people of Kaduna State.

Key Initiatives

- The Kaduna Start-up and Entrepreneurship Programme (KADSTEP).
- Kaduna State Women Empowerment Fund (KADSWEF).
- Kaduna ICT Hub.

Impact

- KADIPA has set up over 50 local businesses in Kaduna State.
- KADIPA has attracted investments worth over \$2.6 billion to key sectors, namely, agriculture, mining, power and aviation. These investments also include a \$600 million injection in African steel, the single largest investment in sub-Saharan Africa.
- Kaduna State won "SMEDAN'S BEST MSME CLINIC SUPPORT STATE" in 2020 at the 3rd National MSME Awards (Virtual Edition) organised by the Office of the Vice President. The World Bank ranks Kaduna State as the most improved and number 1 in the Ease of Doing Business.
- The Agency organised the 2018 MSME Clinics, Kaduna Edition, an initiative of the office of the Vice President of Nigeria, to create synergy between government agencies and small businesses.





**BREAKOUT
SESSIONS
DAY 2**

BREAKOUT SESSION 5

The Future of Work; 'Gig Economy' - Opportunities, Challenges and Strategies for Success



Background

Gig work is increasingly gaining popularity in the labour market. A 2019 study by Mastercard Foundation estimated that the global gig economy generates \$204 billion in gross volume and is expected to grow by 17% by 2023. Although the definition of gig work varies from industry to industry, it generally covers the group of individuals who work independently and are not employed in the traditional nine-to-five full-time arrangement but are assigned jobs through an algorithmic platform. While 58 percent of the gig economy globally is in transportation (according to the study), other industries are starting to see a rise in gig workers as well, including accounting & finance, legal, IT and other professional advisory services.

Flexibility has been the most acclaimed benefit of gig work; it allows workers to determine the work hours and allows them to accept or reject a job offer without being tied down to an employer, thereby allowing people to take ownership of their lives and leverage their skills for maximum gain. On the other hand, unpredictable salaries and an uncertain career path present some challenges that gig workers must deal with. Navigating these challenges is critical for a gig worker to achieve long-term fulfilment.

Panellists:

- **Mr. Ibraheem Babalola (Moderator)**, CEO, Clane
- Ms. Ujama Akpata, Co-founder of Jand2Gidi Worldwide
- Mr. Tope Akinwumi, Country Manager, Nigeria, Uber
- Mr. Femi Taiwo, Co-founder/CEO of TERAWORK
- Ms. Fade Ogunro, CEO of Bookings Africa.

Discussions, Highlights & Recommendations

- Uber is engaging 20,000 drivers and vehicles in deals that supply logistics solutions to millions of individuals and businesses across the country.
- Bookings Africa hosts over 80,000 skilled workers on its website for hiring on a prorated basis and is becoming a model of what is possible for the employment of young people.
- The Government must act as an enabler by designing fiscal policies that will be compatible with the gig economy.



BREAKOUT SESSION 6

Agriculture, Technology and Youth: Harvesting Hidden Opportunities in the Value Chain.



Omodara Adediran
Moderator
Head, Communications Stakeholder
Management & Promotions, LSETF



Olabode Abikoye
CEO, Ag Group Plc



Ebun Feludu
CEO, Jam the Coconut



Rotimi Olawale
Co-founder, CEO, JR Farms



Seyi Abolaji
Co-founder, Wilson Juice

Background

Youth often do not see a future in agriculture in Africa. In Nigeria, more than 65 percent of the population lives in rural areas and more than 70 percent of rural households depend on agriculture for their livelihoods. Agriculture provides the single most important platform for employment, income generation and food security and can drive poverty reduction through increased productivity, value addition and links to other sectors. According to the African Development Bank, agriculture and agribusiness in Africa could grow into a trillion-dollar market by 2030.

The work to be done is not just convincing the youth to take up a career in agriculture but to open their eyes to the innumerable opportunities inherent in the agriculture value chain. While Nigeria looks to the farms to gainfully employ our youth, they must adopt more opportunities in mechanised farming that will be of interest to these youth.

Panellists:

- **Ms. Omodara Adediran (Moderator)**, Head, Communications Stakeholder Management & Promotions, LSETF
- Mr. Olabode Abikoye, Chief Executive Officer - AgGroup Plc.
- Ms. Eburn Feludu, Founder, Jam the Coconut Food Company.
- Mr. Seyi Abolaji, CEO & Co-Founder, Wilson's Juice Co.
- Eme Tony-Uzoebo, Co-founder, Enviro-Gro.

Discussions, Highlights & Recommendations

- The agricultural sector allows for multi-industry partnerships across different layers of its operations, including logistics, mainstream processing, storage, and market access.
- Collective smallholders in the agricultural industry must leverage the legacies of scaling.
- The agricultural industry must leverage data to communicate existing gaps in markets to make it easier for interested stakeholders .

FIRESIDE CHAT

Sustainable Job Creation: The Nexus Between Public and Private Financial Institutions with Bola Adesola and Aigboje Aig Imokhuede, Chairman, Aig Imokhuede Foundation.



Key Quotes and Lessons:

- “Long term business future requires young people.”
- “I am driven by a desire to restore the glorious days that would provide opportunities for young talented Nigerians. I want to measure my impact by seeing Nigerians enjoy what our generation benefited from the country”.
- “Government can employ people, but it is entrepreneurs that create jobs.”
- “Reforms entail trust-building and communication.”
- “Integrity is an indisputable requirement for the delivery of the best results.”
- “A network of connections is critical to success, and we must all learn how to access enablers.”
- The three most important life lessons are continuous learning, loving (prayer) and linking (connections).

CONCLUSION

As it set out to achieve, the Lagos Employment Summit 2.0 created a platform for diverse stakeholders to converge, deliberate, discuss and outline key recommendations that will lead to sustainable job creation strategies that guarantee prosperity for all. A major thread throughout the sessions was the importance of collective action, which requires cross-sector collaboration that will ensure inclusive job creation and sustained economic growth.

Thank you Partners!



