

JOB AND WEALTH CREATION SCHEME

S.M.A.R.T AGENDA

CREATE • INNOVATE • PROSPER



DELTA STATE OF NIGERIA

The overarching goal of the job and wealth creation scheme is to equip participants with the technical know-how, vocational/technical skills, values and resources to become self-employed and employers of labour.

- Gov. Ifeanyi Okowa,
August 26, 2015



HIS EXCELLENCY
SEN. DR. IFEANYI OKOWA
GOVERNOR, DELTA STATE

NIGERIA GOVERNORS' FORUM
LIBRARY



HIS EXCELLENCY
BARR. KINGSLEY OTUARO
DEPUTY GOVERNOR, DELTA STATE

Contents

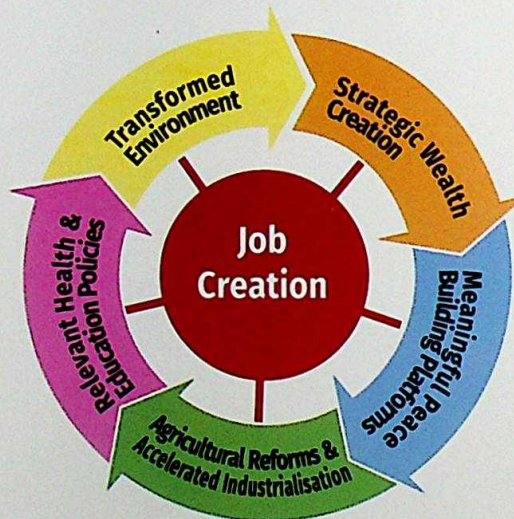
01	Introduction.....	6
02	Job and Wealth Creation under the S.M.A.R.T Agenda.....	7
03	Youth Agricultural Entrepreneurs Programme (YAGEP).....	13
04	Skills Training and Entrepreneurship Programme (STEP).....	14
05	Achieving and Measuring Success in STEP & YAGEP.....	15
06	Graduate Employment Enhancement Programme (GEEP)....	18
07	Production and Processing Support Programme (PPSP).....	19
08	The Agro-Industrial Parks Initiative	20
09	Agricultural Marketing Coordination System.....	21
10	Microcredit.....	22
11	Public Works.....	23
12	Job Creation Accounting and Reporting.....	24
13	Collaboration and Partnership	25

01 Introduction

The administration of His Excellency, Senator Dr. Ifeanyi Arthur Okowa, the Governor of Delta State, came into office with the bold promise of Prosperity for all Deltans hinged on a five-point agenda known as S.M.A.R.T, which means:

- **S**trategic Wealth Creation Projects and Provision of Jobs for all Deltans.
- **M**eaningful Peace Building Platforms aimed at Political/Social Stability.
- **A**gricultural Reforms and Accelerated Industrialisation.
- **R**elevant Health and Education Policies.
- **T**ransformed Environment through Urban Renewal.

Beyond being No. 1 in the S.M.A.R.T agenda, 'job and wealth creation' is the central goal and the crossing thread of the S.M.A.R.T agenda.



In line with the flagship status of job and wealth creation, the Office of the Chief Job Creation Officer was created by His Excellency, the Governor, as a Special Purpose Vehicle (SPV) in the Governor's Office. The specific responsibility of the office is to plan, design, manage and coordinate job creation programmes of the state government. In addition, the office is responsible for the mainstreaming of job creation in all programmes and projects of the administration.

In structure, design and implementation, the Job and Wealth Creation Scheme a.k.a **OkowaPlus**, is focused on equipping the participants with life skills, develop their leadership qualities, increase their personal effectiveness, harness their productive potentials, and enable them to become entrepreneurs, managers and leaders.

02 Job and Wealth Creation under the S.M.A.R.T agenda

Rationale

The rationale for the state government's job and wealth creation strategy is the high and rising rates of youth unemployment across the country and the need to harness the untapped potentials of the youth for self-employment, wealth creation, economic diversification, peace and social harmony in Delta State.

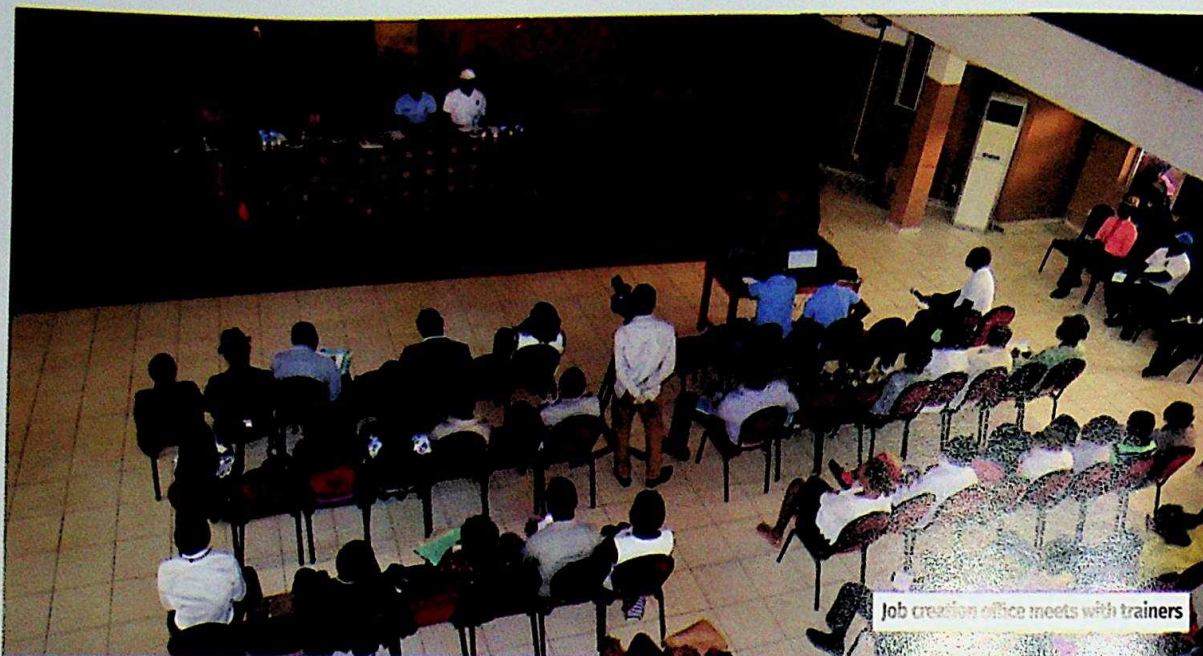
Objectives

In line with the S.M.A.R.T agenda, the Job and Wealth Creation Scheme is aimed at:

1. Creating jobs and wealth;
2. Diversifying the economy through the development of non-oil sectors;
3. Engaging youths in productive enterprises;
4. Nurturing entrepreneurs and leaders; and
5. Promoting communal peace and security.



A cross section of STEPreneurs at an event



Strategy and Approaches

Under the S.M.A.R.T agenda, the job creation strategy of the state government is to generate new private sector jobs and catalyze growth in existing private sector jobs by triggering job opportunities.

By design, the job creation strategy involves direct and indirect approaches.

Direct approach involves the design and implementation of job creation programmes and interventions to enable unemployed youths set up, own and run their own businesses and enterprises. On the other hand, the indirect approach involves measures, interventions and activities of the state government which foster the growth and sustenance of existing small and medium businesses and facilitate the inflow of new private sector investments that create new jobs.

The implementation of direct and indirect approaches to job creation is guided by policy and programme principles given as follows:

- Equip and endow unemployed youths (18-35 years old) with the technical know-how, vocational skills, values and resources to become self-employed and employers of labour;
- Support and mobilise already existing farmers, agro-processors and value chain operators, micro-and small enterprises with capacity building, access to finance and growth-enhancing interventions to

enable them increase their outputs and productivity, sustain existing jobs and create new ones.

- Deliberately incorporate and mainstream job creation in the design and implementation of state government's public works, particularly road construction, rehabilitation and waste collection and disposal; and
- Create and sustain an enabling business environment for private sector investments in sectors and economic activities with high jobs content, such as agricultural production, agro-industries, housing, energy and others.

In line with the vision of His Excellency, the Governor, the state government has launched the following job and wealth creation programmes.

1. Youth Agricultural Entrepreneurs Programme (YAGEP);
2. Skills Training and Entrepreneurship Programme (STEP);
3. Graduate Employment Enhancement Programme (GEEP);
4. Production and Processing Support Programme (PPSP);
5. Microcredit; and
6. Public Works.

Programme Design

The design of the direct job creation programmes is founded on the principle of transforming unemployed youths into entrepreneurs, managers and leaders. Accordingly, the programmes are formulated to provide all-round training and empowerment of unemployed youths to become private sector economic operators as self-employed and/or employed by others.

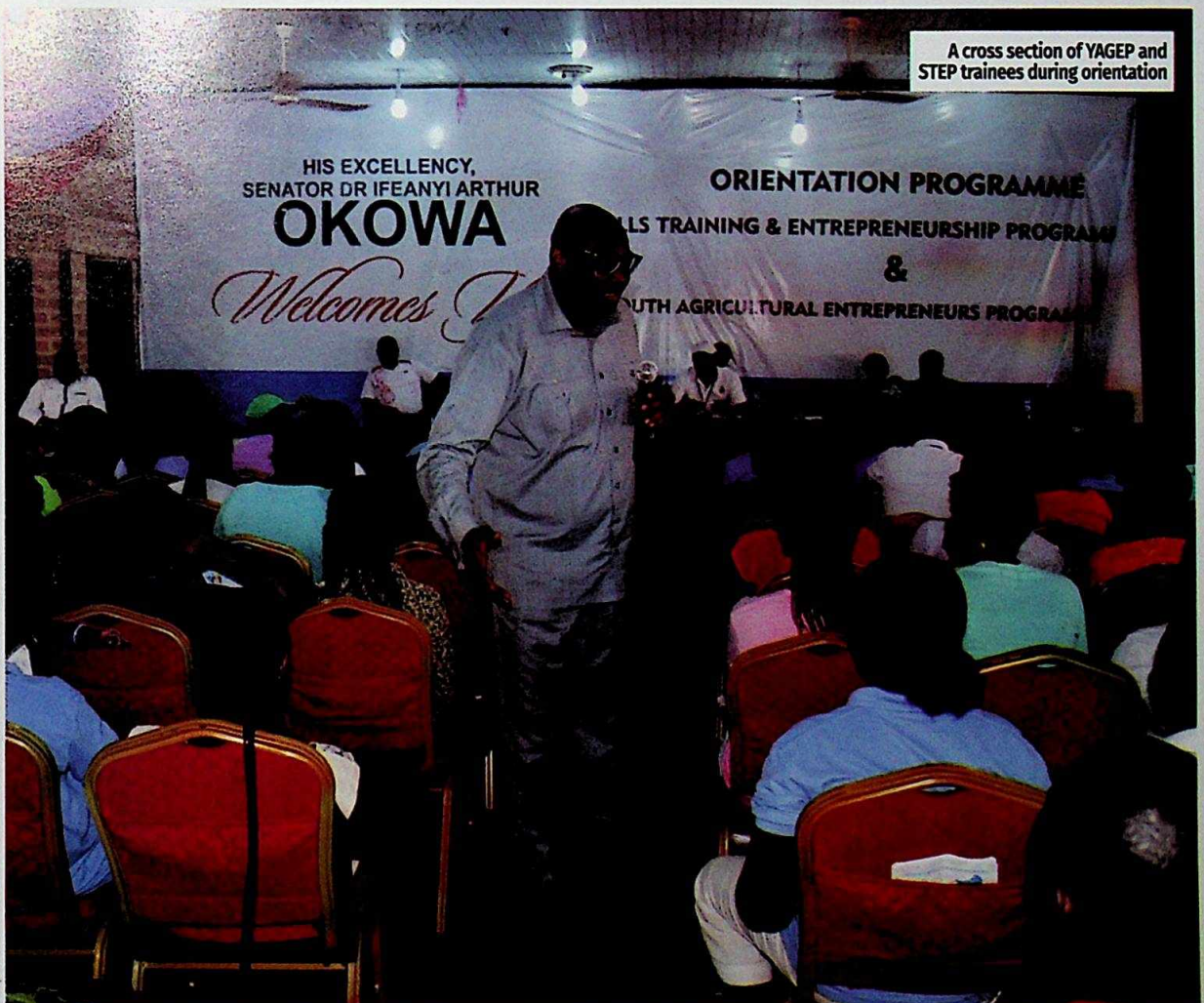
Furthermore, the training programme is purpose-built and is attuned to the needs and peculiarities of the target participants, including age, education and skills preferences.

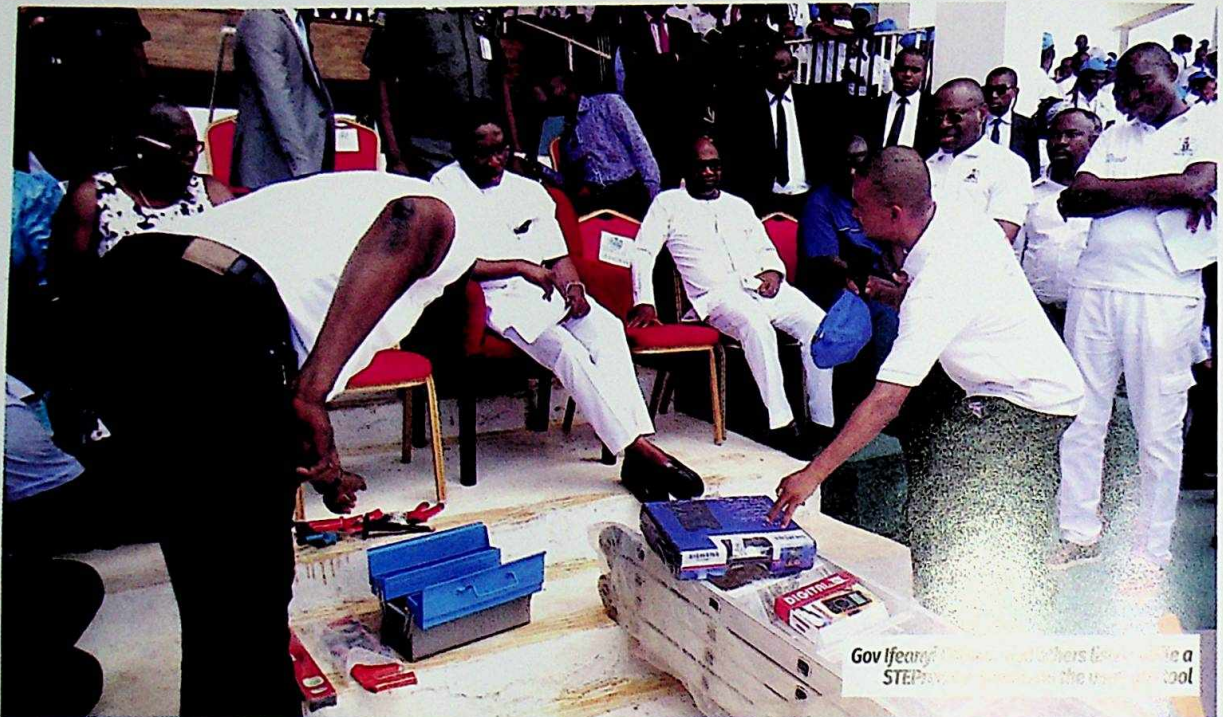
Phases and Types of Training

The training is structured into three phases.

Phase 1 is the orientation, on-boarding and life skills training aimed at positioning the intakes with the right mindset for successful participation in the programme. The duration of training is one week. Topics include personal effectiveness, success drivers, interpersonal relations, personal branding, visioning and planning, leadership values, self-discovery, time management, teaming and partnering, problem solving and others.

Phase 2 is the instruction and training on practical skills for the respective enterprises. For STEP, the intakes





Gov Ifeanyi Okowa, Head Teachers Union, is a STEP member. He is the user of the tool.

are deployed to accredited live enterprises for both classroom-type instruction and hands-on training on “how to” make the product or render the service. The training is based on standard instructional modules developed by the Office of the Chief Job Creation Officer in conjunction with the practitioners. At the live enterprises, the trainees have real-life experience of learning how to make the products/services, relating and interacting with the market (input sources and customers) as well as encountering and managing challenges and exigencies in the enterprise. For some skills/enterprises, the training activities include an incubation period in accredited existing enterprises after mostly instructional type of training.

With regard to YAGEP, the intakes undergo an initial period of instruction-type training in agricultural production including crops and livestock as well as agroprocessing. The duration of this classroom-based training varies from 1-3weeks depending on the background of the trainee; those with previous agricultural training (e.g. HND or Bachelor’s Degree in Agriculture) stay shorter periods for mostly refresher purposes.

The instructional training is followed with practical hands-on training/incubation in live agricultural

enterprises (crop and livestock farms and agroprocessing centres) accredited and designated for the purpose. The practical hands-on incubation lasts for 2-3 months. During this period, the YAGEP trainees are exposed on daily basis to real-life crop, livestock and fishery production systems and practices, farm management situations, agricultural enterprise planning and problem-solving scenarios.

Phase 3 is the business management and entrepreneurship training. This stage of training is aimed at inculcating business management and entrepreneurship skills and competencies in the participants. This final stage of training lasts one week. It covers several topics including how to translate acquired skills to business enterprise, how to start an enterprise, how to finance your business, how to grow your business, how to market your product/service, how to communicate your business, how to cooperate/partner with business peers, how to manage your business, how to cope with risks and business competition, how to keep and use business records and accounts and how to prepare a business plan.

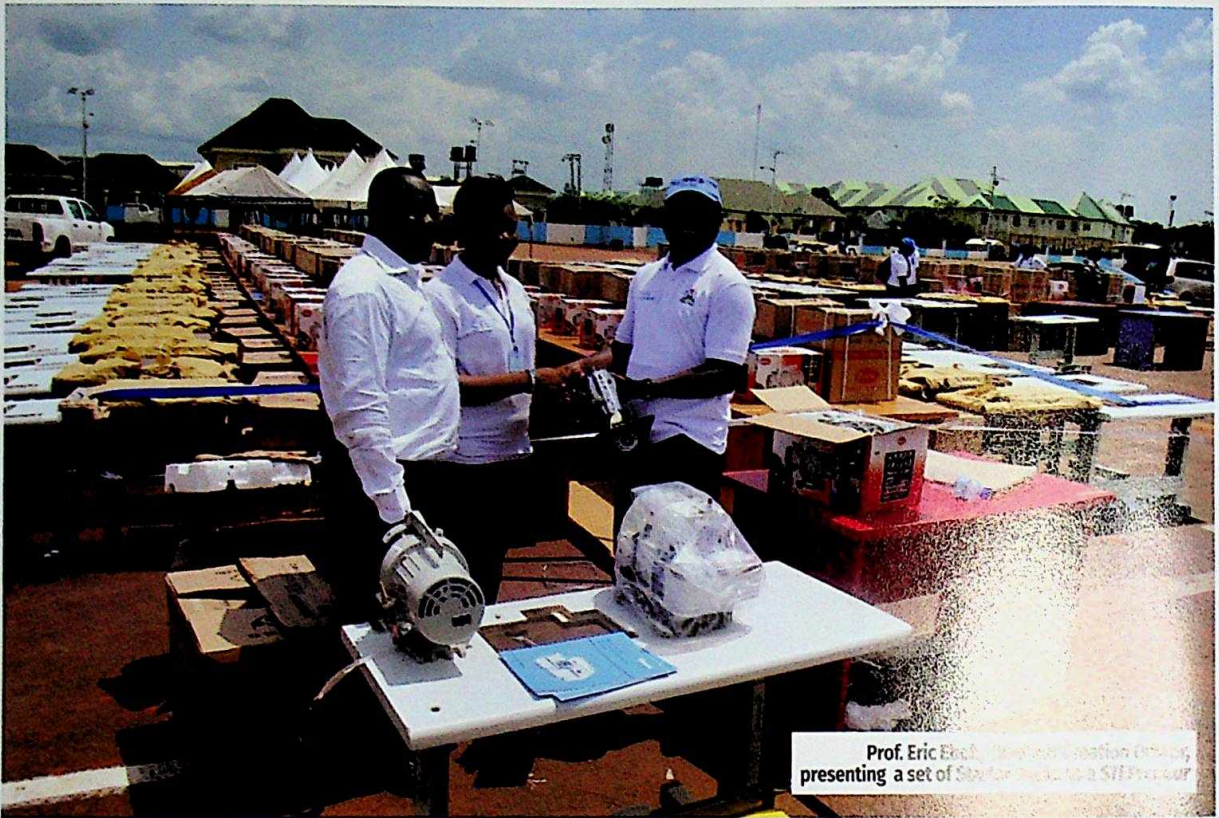
Establishment Through Starter Packs

On successful completion of the three phases of training, the graduands are provided with starter packs to enable them establish and run their own enterprises. Starter packs have some common elements, but others differ according to the skills/enterprises involved. The common elements include the subsidy for shop rent and monthly stipends to serve as livelihood buffer during enterprise gestation. In addition, the starter pack includes start-up equipment, tools and materials specific to the enterprise. To generate the set of start-up equipment, tools and materials that make up the

starter pack for each enterprise, the Office of the Chief Job Creation Officer constitutes teams of trainers/practitioners for respective enterprises. The teams identify the equipment, tools and materials required for start-up of the enterprise. After independent verification of the included equipment, tools and materials, the Job Creation Office undertakes the necessary procurement procedures to obtain and provide them to the graduands. Only trainees who complete the three-phase training without breach qualify for and receive the starter packs.



Some starter packs on display



Branding of Graduands

Graduands of STEP and YAGEP are branded/promoted as “STEPpreneurs” and “YAGEpreneurs”, respectively, in line with the entrepreneurship thrust of the job creation strategy. Besides, the branding helps to dignify graduands of the Scheme as ‘prosperity ambassadors’ under the S.M.A.R.T agenda.

Tracking and Mentoring

After the graduands (*STEPpreneurs* and *YAGEpreneurs*) have been established with starter packs, they are followed through by tracking and mentorship. The tracking is done through internal (own-staff) and external (independent) monitoring mechanisms replicated in all three senatorial districts of the state. The tracking system helps to identify the shop location/address of the *STEPpreneur* and how he/she is using the starter pack equipment and materials. The mentorship process involves designating mentors (nearby practitioners in the enterprise) with the responsibility to provide business advisory and business problem solving assistance (‘first-aid’) to *STEPpreneurs/YAGEpreneurs*. The purpose of the mentorship process is to assist the graduands to survive, succeed and grow as entrepreneurs and new business owners. Mentors provide ‘first-aid’ support to graduands regarding enterprise management challenges and issues including input sourcing, production practices, crop/livestock management, financial management and marketing.

In addition to the foregoing common features, the programme-specific peculiarities and elements are given as follows.

03 Youth Agricultural Entrepreneurs Programme (YAGEP)

YAGEP involves the training and development of youth entrepreneurs in agriculture and agribusiness and equipping participants to establish their own enterprises. This programme is an integral part of the administration's agenda to curb youth unemployment and develop the agricultural economy of the state for wealth creation outside the oil sector. Graduates of YAGEP are branded as YAGEpreneurs.

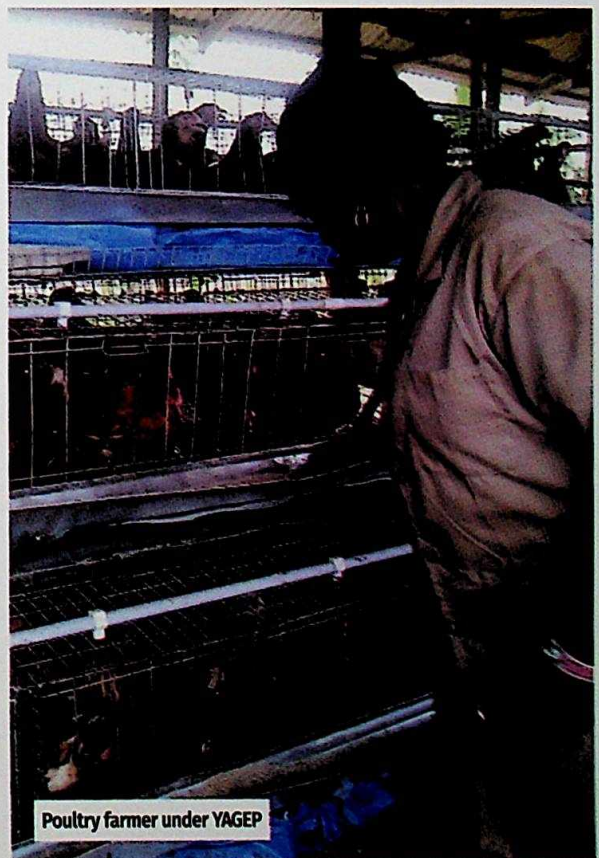
The development of the non-oil sector will promote broad-based employment, reduce economic dependence on the oil sector, improve fiscal sustainability over time, ensure sustainable development and shared prosperity for all Deltans.

Under YAGEP, unemployed youths aged 18-35 years are trained and established in their chosen agricultural enterprises, including poultry, piggery, fishery, crop production and agroprocessing. The instructional and hands-on practical agricultural training takes place at accredited agricultural training centres over a period, depending on the enterprise. The training covers agricultural "technical" skills and knowledge spanning the entire enterprise production cycle. For crops, the training covers land preparation, planting, production and cultural practices, crop management, weeding, harvesting and farm-gate tasks. For livestock/fisheries, the practical training covers sourcing and management of starter stocks, feeding practices, animal health and disease prevention, harvesting and other relevant issues. With regard to agroprocessing, the hands-on training covers the stages of transforming raw outputs into processed products and byproducts, processing equipment and technologies, product packaging and standardization.

The starter packs for YAGEpreneurs vary from one agricultural enterprise to another. In the case of livestock enterprises, the starter pack includes livestock houses, operating facilities, amenities and inputs. As regards crops, the starter packs include site planning, land preparation, seeds/seedlings, fertilizer,

agrochemicals. In addition, participants are given buffer stipends for a limited period during enterprise gestation as well as some working capital to purchase inputs and/or working materials.

An important approach to establishing YAGEpreneurs is co-locating them in designated clusters. Co-locating YAGEpreneurs is beneficial for more effective targeting, higher cost efficiency, easier performance tracking and more accurate impact evaluation. To this end, the Office of the Chief Job Creation Officer working with the Ministry of Agriculture, has identified and designated land locations that could be developed into YAGEP clusters for crop production and fishery. Similarly, the trainees under agroprocessing enterprise category are organized into groups of entrepreneurs. Each group is supported with start-up agroprocessing mills.



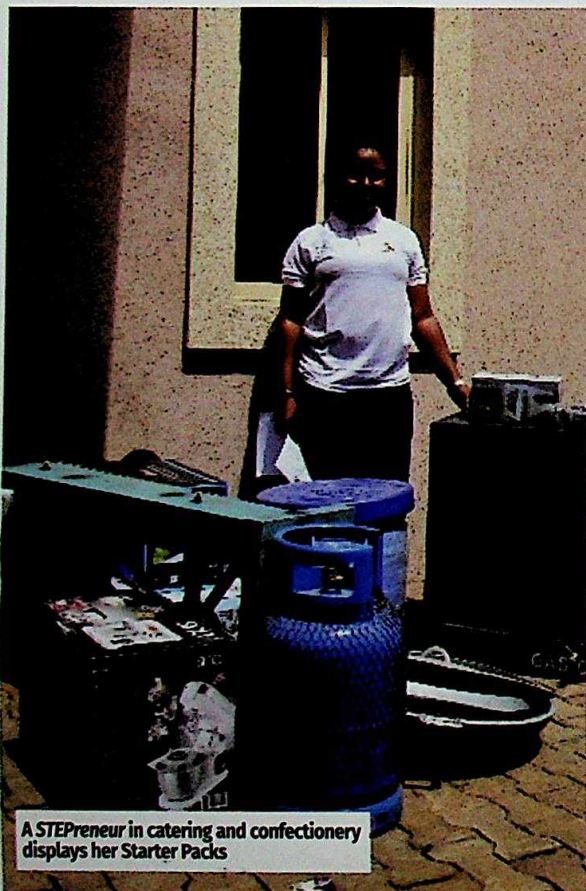
Poultry farmer under YAGEP

04 Skills Training and Entrepreneurship Programme (STEP)

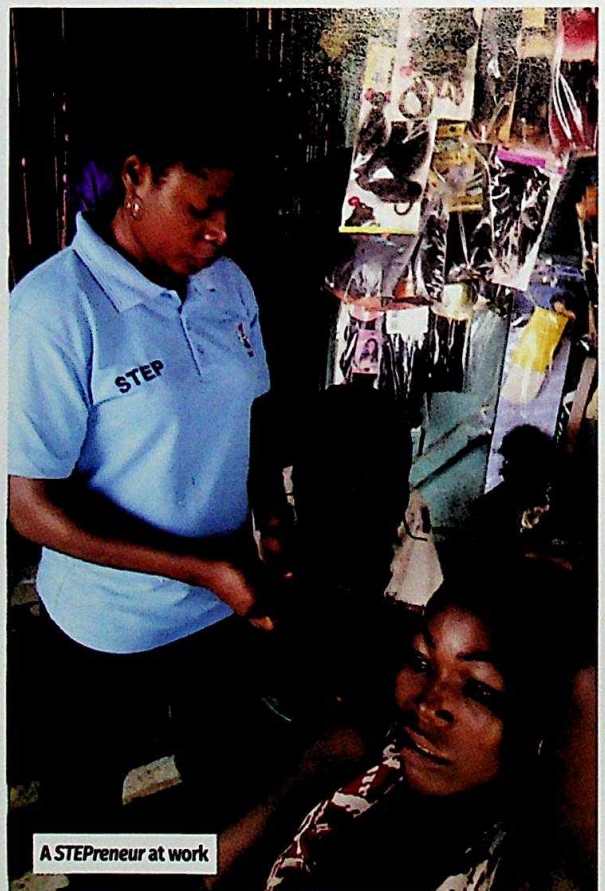
STEP encompasses the training of youths in different skills/trades and helping them to establish their own enterprises for self-employment and to become employers of labour. Graduands of the programme are branded as *STEPpreneurs*.

STEP covers the following skills/enterprise categories:

- Information and Communication Technologies (ICTs): computer hardware maintenance/repairs, smart phones and PC tablets.
- Building and construction services: POP-interlocking-tiling-painting-masonry; welding & fabrication; electrical installation/repairs (including solar energy); and plumbing.
- Handicrafts: fashion design and tailoring; and furniture and upholstery.
- Personal services: Hair dressing and makeover; decoration and event management; and catering and confectionary/baking.
- Audiovisual technology services: light and sound technicians; cinematography (visual cameraman); set designers; production managers, and audio-visual editors
- The skill areas are continually being modified in response to the needs/preferences of participants and realities of the job market.



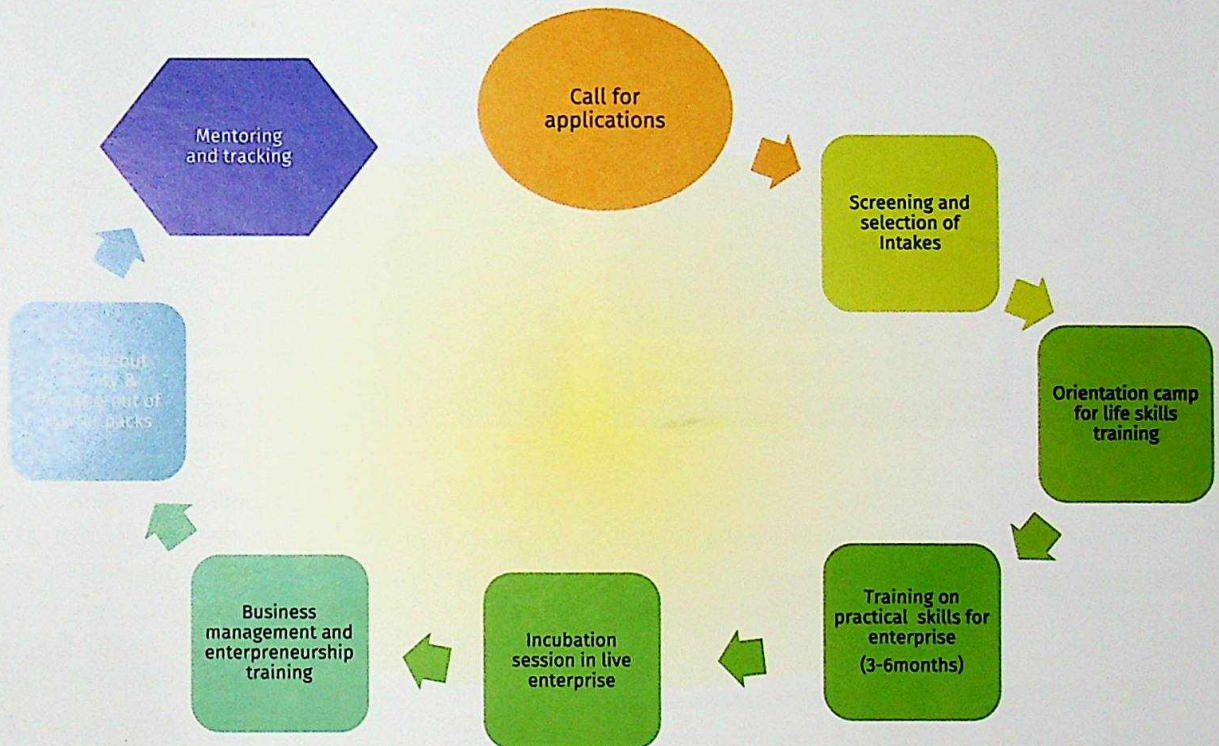
A STEPreneur in catering and confectionery displays her Starter Packs



A STEPreneur at work

05 Achieving and Measuring Success in STEP & YAGEP

The programme cycle for STEP and YAGEP is summarized in process flow format, as follows.



Core Drivers of Success

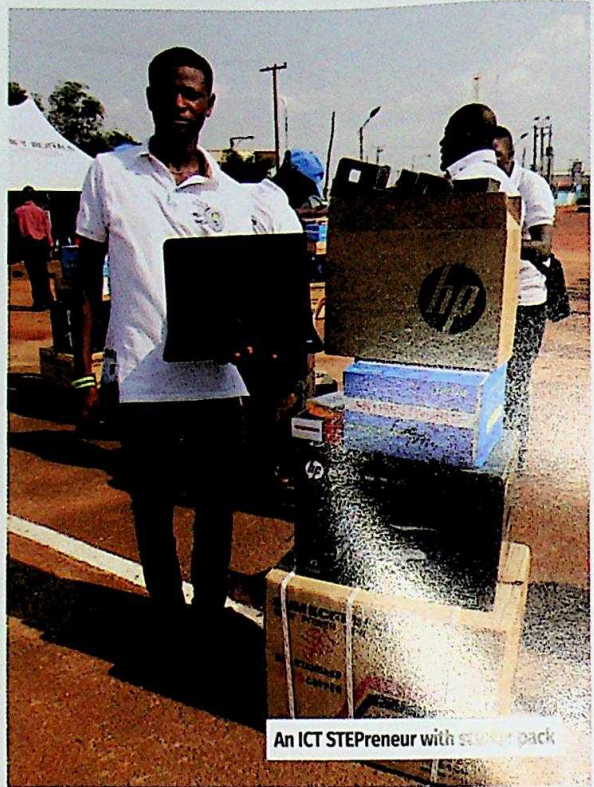
The drivers of success refer to those factors, practices and conditions that will bring about the effectiveness of the job creation programmes. Identifying and understanding these success drivers is crucial to applying them towards effective management of the job creation programmes.

By the nature of the programmes, the success drivers include:

- Adequate and credible database of unemployed youths enhances targeting, accuracy and programme effectiveness..
- Enforcement of discipline among the trainees helps to assure programme credibility and quality of the products. Ensuring that trainee activity logbooks are strictly adhered to is an important check against absenteeism and trainee indiscipline.
- High quality of training is important for retaining the interest of trainees. This entails close assessment and verification of training centres/ live enterprises prior to accreditation.
- The content and appropriateness of the training module is essential to the quality of the training outcomes.
- Regular feedback sessions with stakeholders and training centres/enterprises to take stock of issues, identify emergent challenges and decide remedies/control.
- Tight monitoring is crucial for transmitting real-time feedback to the Job Creation Office.



A STEPreneur in bead making displays her works in her shop



An ICT STEPreneur with starter pack

The monitoring is reciprocal – trainers provide information about the trainees while the trainees provide information relating to quality of training, availability of the trainer, and access to training facilities,

- The relevance and appropriateness of the starter packs are vital to effective establishment and take-off of YAGEPreneurs and STEPreneurs.
- The mentors interact frequently with and provide the appropriate technical and business management support to YAGEPreneurs and STEPreneurs.

Measures of Success in STEP And YAGEP

Success in STEP and YAGEP is defined in terms of a range of desirable implementation features, intermediate outputs and final accomplishments along the programme cycle. The programme cycle is a progression of activities beginning from call for applications, selection through training, passing-out, establishment and mentoring.

At every stage of the programme cycle, there

are milestones by which success is defined and measured. Success indicators are defined along the successive stages of the programme cycle based on the applicable measures/benchmarks for determining and assessing achievement at that stage. Within this context, the measures of success for STEP and YAGEP are identified either as process, output or impact indicators.

Process Indicators

- Transparency and objectivity of the selection process – openness of application procedures.
- Public knowledge of the eligibility criteria and selection procedure.
- Public confidence in the selection process.
- Inclusiveness of the selection process – male, female, geographical spread and extent of coverage of persons with disabilities.
- Accuracy of the targeting design.
- Integrity of the monitoring and feedback process.
- Equity and fairness of distribution of intakes across all the LGAs.

- Knowledge of enterprise break-even size as well as break-even cycle, particularly for YAGEP enterprises.

Output Indicators

- Percentage of intakes that completed training (or conversely, the percentage of intakes that dropped out before completion of training).
- Percentage of trainees who received establishment starter packs.
- Percentage of graduands that have functional shops/enterprises.
- Quality of products or services produced by STEPpreneurs and YAGEpreneurs.
- Male-female ratios in STEP and YAGEP.

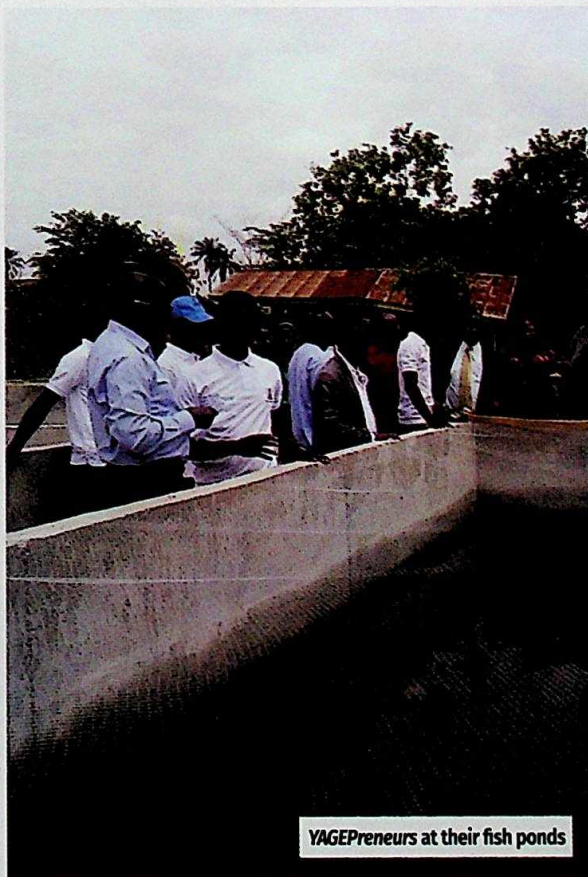
Outcome Indicators

- Percentage of STEP training centres or enterprises providing satisfactory training.
- Percentage of YAGEP training centres or enterprises providing satisfactory training.

- Percentage of graduands that own and run their enterprises.
- Level of market patronage of business enterprises owned and run by STEPpreneurs and YAGEpreneurs
- Percentage of YAGEP and STEP enterprises that are keeping basic business records and accounts.

Impact Indicators

- Percentage of YAGEP farm enterprises that survive after (that is, successfully complete) the first production cycle.
- Percentage of STEP enterprises with profitable business operations.
- Percentage of YAGEP enterprises that are employing additional persons.
- Percentage of STEP enterprises that are employing additional persons.



YAGEpreneurs at their fish ponds



A YAGEpreneur in his Poultry

06 Graduate Employment Enhancement Programme (GEEP)

The Graduate Employment Enhancement Programme (GEEP) is designed for a distinct segment of unemployed graduates with professional training who live in urban areas. In particular, GEEP is targeted at unemployed graduates with Bachelor's degree or Higher National Diploma in Engineering, ICTs, environmental disciplines (architecture, estate management, quantity survey, urban planning) and others. The aim is to improve the employability and job-readiness of the graduates by affording them relevant work experience and exposing them to job opportunities. The programme also helps the participants who wish to establish their own companies/enterprises in the respective professional fields, as groups or partnerships.

The core elements of the programme are:

- I. Employability training and job-readiness workshops, seminars and expositions;
- II. Provision of industrial work experience through internship placements in relevant practice-oriented private sector establishments;
- III. Sourcing and provision of jobs information to the participants and exposing them to job opportunities;
- IV. Provision of business incubation support such as professional advisory, technical assistance and counselling to graduates enabling them to translate their professional knowledge and skills into live businesses and companies.



Data processing at the Office of the Chief Job Creation Officer

07 Production and Processing Support Programme (PPSP)

Production and Processing Support Programme (PPSP) is implemented in five tracks:

- I. Provision of subsidized inputs and technologies to crop, livestock and fish farmers;
- II. Facilitation and support for outgrower schemes, offtaker arrangements and market linkages for existing smallholder farmers and youth farmers;
- III. Strengthening of agricultural training and farmer extension services towards improved technologies and practices.
- IV. Provision of subsidized agricultural processing and value-addition equipment and facilities to agricultural cooperative societies, commodity associations and women; and
- V. Enablement and facilitation of tractor management and ownership by agricultural cooperative societies for affordable, efficient and sustainable farm mechanization services.

PPSP is an agricultural value chain support programme designed to upscale the use of modern inputs and technologies, increase outputs and productivity of crop, livestock and fishery enterprises. In addition, it is designed to improve agricultural value addition and post-harvest management. The packages include inputs, technologies and materials necessary to make production and processing more efficient.

One of the key elements of PPSP is the use of public-private partnership arrangement for the management and ownership of tractors. The logic of PPSP is to

support viable agricultural production and processing enterprises to increase their output and thereby employ additional labour and create wealth.

PPSP beneficiaries include existing farmers, farmers' multipurpose cooperative societies and commodity associations across the three (3) Senatorial Districts. Under PPSP, a database of farmers, farming and agro-processing enterprises is in place and will be updated from time to time. Selection is based on this database through dialogue with cooperative societies, farmers' groups and commodity associations.

Besides the general approach/elements of the PPSP, the state government is using two special dedicated mechanisms to maximize impact and sustainability. They are (i) Working Committee on Agro-industrial Parks and (ii) Agricultural Marketing Coordination Committee.



Governor Okowa test drives one of the tractors during PPSP flag-off

08 The Agro-Industrial Parks Initiative

The notion of an agro-industrial park is an enclave or hub of agro-processing, marketing and value adding activities enabled by dedicated concentrated infrastructure, facilities and amenities and itself serviced by high-potential catchment production areas. The agro-industrial parks will assure a unique agribusiness environment devoid of the typical binding infrastructure constraints, provide market linkages for agricultural producers and significantly diminish operating costs for agro-processors, agro-industry and service providers.

The agro-industrial parks will be multipurpose, encompassing the range of agribusiness services as well as multiproduct, including crop, livestock and fisheries. Its design and functioning will centre on the integration of the agricultural value chain for job and wealth creation, particularly among the youth. The aim is to have viable and sustainable agro-industrial parks that impact the social and economic wellbeing of the people of Delta State.

To demonstrate his commitment and determination to the agro-industrial parks initiative, His Excellency, the Governor, constituted a Working Committee on Agro-industrial Parks on the 15th of February 2016. The Committee is chaired by the Chief Job Creation Officer and comprises the Commissioners for Agriculture & Natural Resources, Commerce & Industry, Economic Planning, the Senior Policy Adviser, Economic Adviser, Chief of Staff, Government House, Special Adviser to the Governor on Investment and Executive Assistant to the Governor (Legal Matters).

The agro-industrial parks are being planned based on feasibility studies and business model with multiple dimensions as follows: agronomic assessments; biophysical resources assessments; physical layout; infrastructure plan; system analysis of the agricultural value chain; strategy for mainstreaming job and wealth creation; cost-benefit scenarios and financing; management and sustainability plan.



09 Agricultural Marketing Coordination System



The Agricultural Marketing Coordination System is designed to assist farmers confronted with perennial marketing challenges. The state government recognizes that if these marketing problems are not addressed, the gains of the job and wealth creation programmes, particularly, Youth Agricultural Entrepreneurs Programme (YAGEP) and Production and Processing Support Programme (PPSP) will not be sustained. Hence, His Excellency, the Governor, inaugurated the Agricultural Marketing Coordination Committee (AMCC) on 25th of February 2016, with the mandate to tackle the marketing challenges faced by farmers in the state. The Committee, chaired by the Chief Job Creation Officer, has membership drawn from the relevant government institutions/agencies, commodity associations and organized private sector in the state.

The functions of the committee include: identify existing and potential markets for agricultural produce and devise measures and arrangements for farmers to access those markets; obtain and disseminate market information to agricultural

producers and thereby improve information flow between farmers (sellers) and processors (buyers).

Other roles are to proffer measures for boosting market infrastructure and facilities such as warehouses, cold storage and output aggregation centres; identify and coordinate measures for facilitating the links between production clusters/farmers and off-takers within and outside the state and identify and coordinate actionable measures to encourage market-oriented production by farmers. The Committee will also organize and facilitate capacity building for marketing intermediaries and brokerage agents along the commodity marketing channels and collaborate with national and international agencies in tackling the agricultural marketing problems faced by farmers.

This Committee is working to mitigate the marketing problems faced by farmers in Delta State in tandem with national-level efforts of the Federal Government. The roles and functions of the committee will be indirect, facilitative, advisory and catalytic in nature.

10 Microcredit

The microcredit programme encompasses the extension and administration of customized loans to artisans, farmers, traders, women and youth entrepreneurs by the Delta State Micro, Small and Medium Enterprises Development Agency (DSMSDA). The loans are aimed at helping the beneficiaries to increase working capital and financial resources to expand enterprise operations, promote productivity, generate higher incomes and create new jobs.

Under the microcredit programme, all loans are extended through artisans' associations, farmers' cooperative societies, commodity associations, women's groups and youth associations to their members.

The loanable funds are mobilized from several sources, national and international. The prospective sources of loanable funds include special intervention facilities of the Central Bank of Nigeria (CBN), bilateral and multilateral international development organizations as well as partnership with private foundations and non-governmental

organizations.

The broad objective is to channel low-cost funds by way of loans via microcredit disbursement programmes based on carefully articulated lending criteria suitable to operational needs for different categories of micro and small enterprises in the State.

The Delta State Micro, Small and Medium Enterprises Development Agency engage with deposit money banks (DMO's) and other developmental finance organisations and agencies to mobilise and channel loans to micro and small enterprises.

The broad areas of the credit policy are: identification of credit risks; credit information; credit analysis and disbursement; ensure security or collateral requirements; ensure approved lending limits of fund provider; and monitoring and evaluation.

The microenterprises cover agricultural value chain, aquaculture value chain, cottage industries, artisans, services, trade and general commerce and other economic activities as may be agreed with fund provider.

The small and medium enterprises include manufacturing; agricultural value chain; aquaculture value chain; services and other economic activities as may be agreed with fund provider.



Governor Okowa presents a cheque to some beneficiaries under the microcredit scheme

11 Public Works

The job creation strategy recognizes the potential role of public works in generating jobs for unemployed youths. Hence, job creation is being targeted through the public works projects including road construction and maintenance. Moreover, the state government is mobilizing and realizing private sector participation in infrastructure development,

particularly agro-industrial parks, housing, energy (renewable and non-renewable), waste collection and disposal, and hospitality/tourism through varied forms of public-private partnerships. The job creation impact of partnering with the private sector in infrastructure development cannot be overemphasized.



Dualization of Ughelli-Asaba Road by the Delta State Government

12 Job Creation Accounting and Reporting



Participants at an enlightenment workshop on Job Creation Accounting Framework

In line with the central position of job creation in the S.M.A.R.T agenda, the State Government is implementing, through the Office of the Chief Job Creation Officer, a job creation tracking and reporting system. The job creation tracking and reporting systems is based on the instrument known as the Job Creation Accounting Framework (JCAF). The design of JCAF is in keeping with one of the key functions of the Office of the Chief Job Creation Officer as regards the tracking, measurement and documentation of job creation achievements of the State Government.

The JCAF is a tabular matrix of the types and numbers of jobs attributable to any programme/project implemented by a government ministry, department and agency either wholly or in partnership with the private sector or non-governmental agencies.

It is a unifying appraisal tool that ensures timely, accurate and adequate capture and feedback on job

creation outcomes/achievements across the various Ministries, Departments and Agencies (MDAs). In addition, it engenders credibility, orderliness, accuracy, reliability and better management of the statistical data on job creation. Also, it impacts positively on the statistics and data culture in government MDAs by instilling discipline in periodic reporting towards generating a cumulative job creation scorecard for the state government.

From 29th May 2015 to 30th April 2016, the application of the Job Creation Accounting Framework shows that the total number of private sector jobs created by this administration, through its programmes, projects and initiatives is estimated at 17,193. This total estimate consists of 6,800 direct jobs and 10,373 indirect jobs. The job creation scorecard will be updated every six months to provide statistics and data on cumulative job creation achievements of the state government over time.

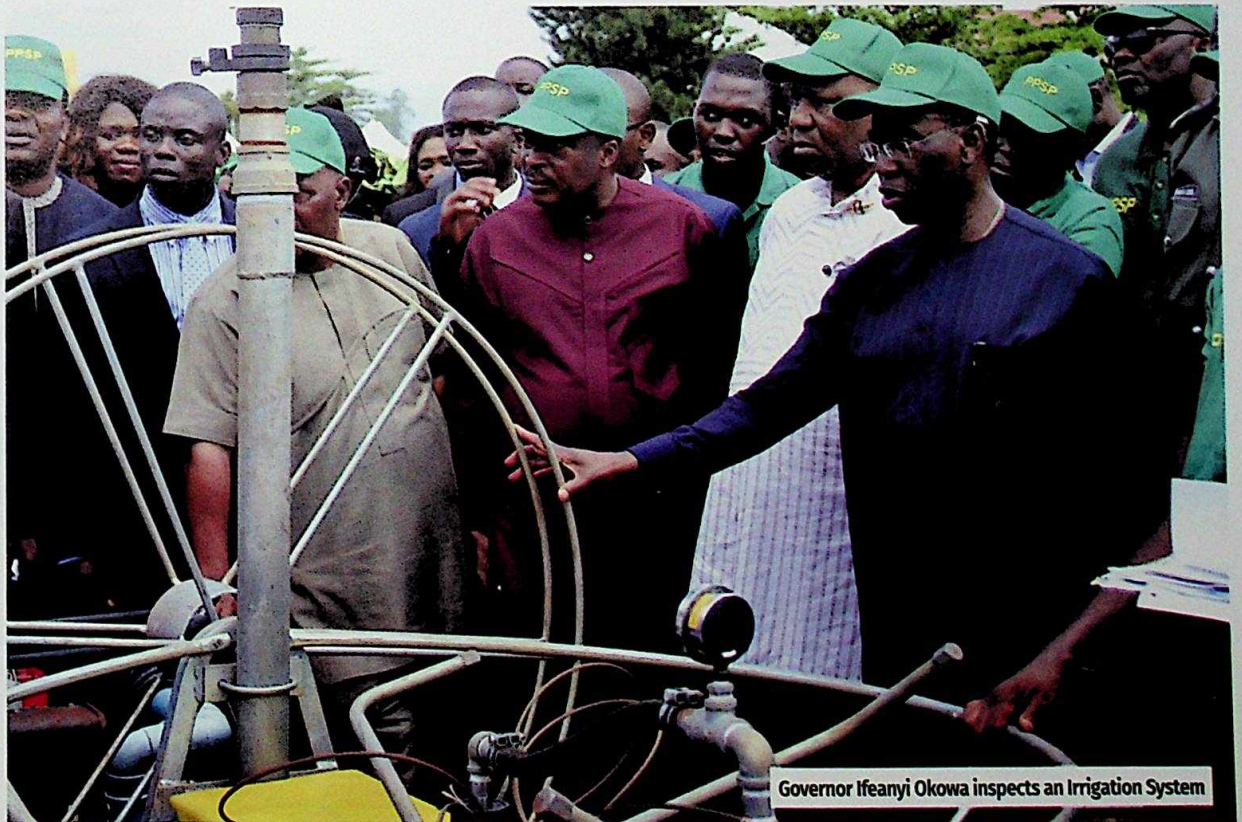
13 Collaboration and Partnership

In order to effectively implement these programmes and achieve the laudable objectives of the State Government, the Office of the Chief Job Creation Officer works in close collaboration with the relevant Ministries, Departments and Agencies (MDAs), particularly the Ministry of Agriculture and Natural Resources, Agricultural Development Programme (ADP), Ministry of Commerce & Industry, Ministry of Economic Planning, Micro, Small and Medium Enterprises Development Agency and others.

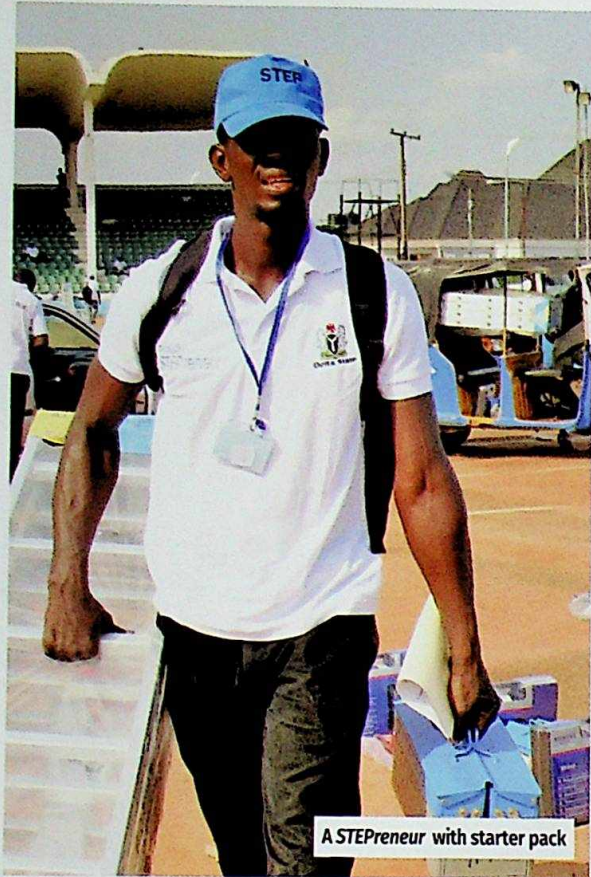
The implementation of the Job and Wealth Creation Scheme involves working with credible skills training centres. These include agricultural training centres, vocational/technical training centres, human resource development firms, organized private sector and the informal sector.

The Job Creation Office also collaborates with non-governmental organizations, private sector establishments, private foundations and international development partners to promote, develop and execute job creation programmes in the state. The collaboration is aimed at:

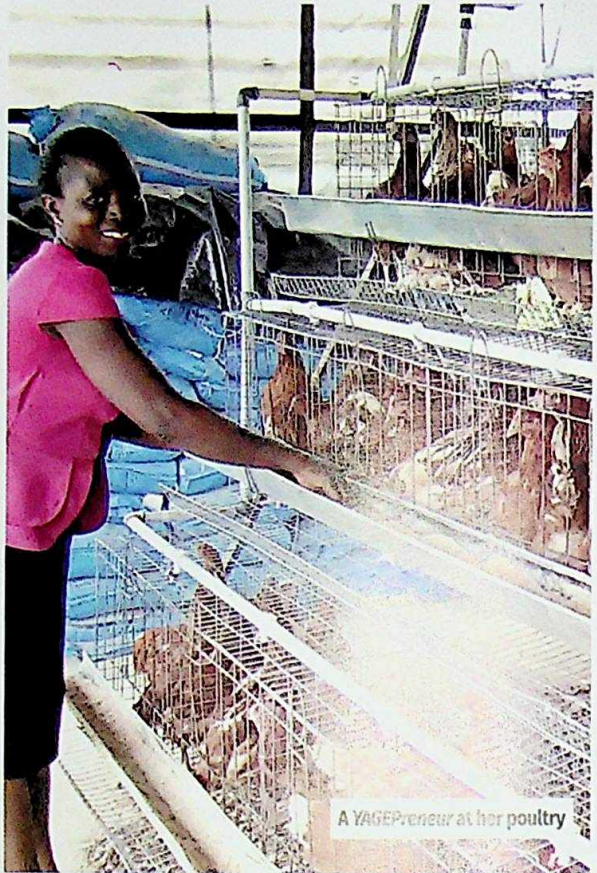
- (i) mobilizing technical assistance to improve and maintain quality and effectiveness of programmes;
- (ii) leveraging financial support to upscale existing programmes;
- (iii) partnering for the development and implementation of new job creation programmes; and
- (iv) applying best practices for programme planning, implementation and monitoring.



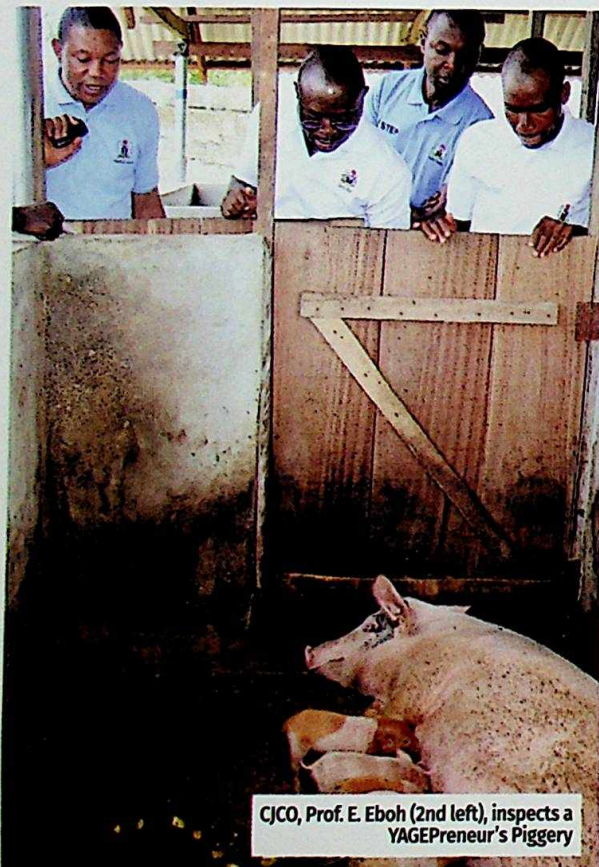
Governor Ifeanyi Okowa inspects an Irrigation System



A STEPreneur with starter pack



A YAGEPreneur at her poultry



CJCO, Prof. E. Eboh (2nd left), inspects a YAGEPreneur's Piggery



Harvesting of tomatoes under PPSP

**“Our vision is to
drive an inclusive
economic growth
policy that works for
all.”**

**- Gov. Ifeanyi Okowa,
May 29, 2015**