



**OSSAP
ON JOB
CREATION**

PRESENTATION

ON:

**SKILLS GAP AND EMPLOYABILITY; CHALLENGE AT
THE SUB-NATIONAL LEVEL**

AT:

2023 NIGERIA GOVERNORS' FORUM INDUCTION

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BY:

Tilda Ndu Mmegwa (Mrs.)

**Senior Special Assistant to the President
on Employment & Job Creation**



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DEFINITIONS & OVERVIEW



WHAT IS SKILLS GAP?

Difference between a worker's/workforce abilities (knowledge, expertise & do-skills) and skillset best suited for their work/workplace.

Can exist as:

1. Over-qualified for available jobs.
2. Under-qualified for available jobs.
3. Available skills do not match available jobs.
4. Available skills are obsolete (no jobs can ever match them).
5. No skills at all.



WHAT IS EMPLOYABILITY?

More than just finding a job, employability is the quality of being suitable for paid work and achieving ongoing success in your future.

Skills that would enable the worker achieve continued success.

Once well-honed, they are transferrable and adaptable.

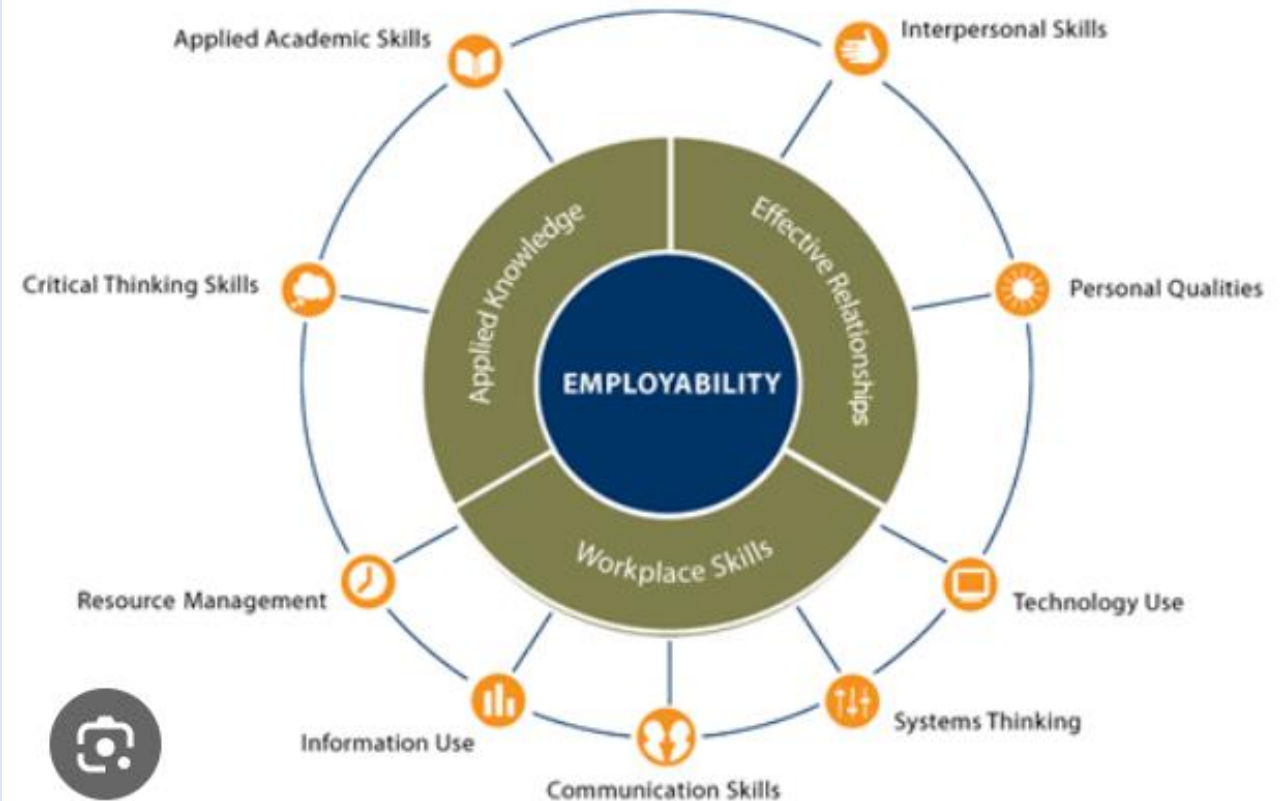
While some of them are cross-cutting, others could vary by:

- 1. Organization**
- 2. Sectors**
- 3. Geographical location**
- 4. Kind of job**

Skills need-analysis is critical for effective programming.



WHAT IS EMPLOYABILITY?/2





WHAT IS SKILLS MISMATCH?

1. People are placed on jobs they don't have the skills to do.
2. Workforce does not have the right skills for available jobs.
3. Not enough jobs for the skills available.
4. People are placed on jobs that use less than their skills.
5. People are placed on jobs that need more than their skills.



CHALLENGES OF SKILLS GAP & SKILLS MISMATCH:

1. Low Productivity and workplace inefficiency.
2. Unemployment, Under-Employment, Un-employability.
3. Low Attitude and Commitment at work.
4. Low motivation for Job Creation by employers.
5. Increasing **Poverty Rate** across board; Low workforce income levels.
6. Degenerating **Psychological Health** of citizens; higher sick-rate.
7. Increasing **Mental Health** issues; pressures on health facilities.
8. Increasing **Irregular** Migration.
9. Dissatisfaction, Unrest, Societal vices, etc.



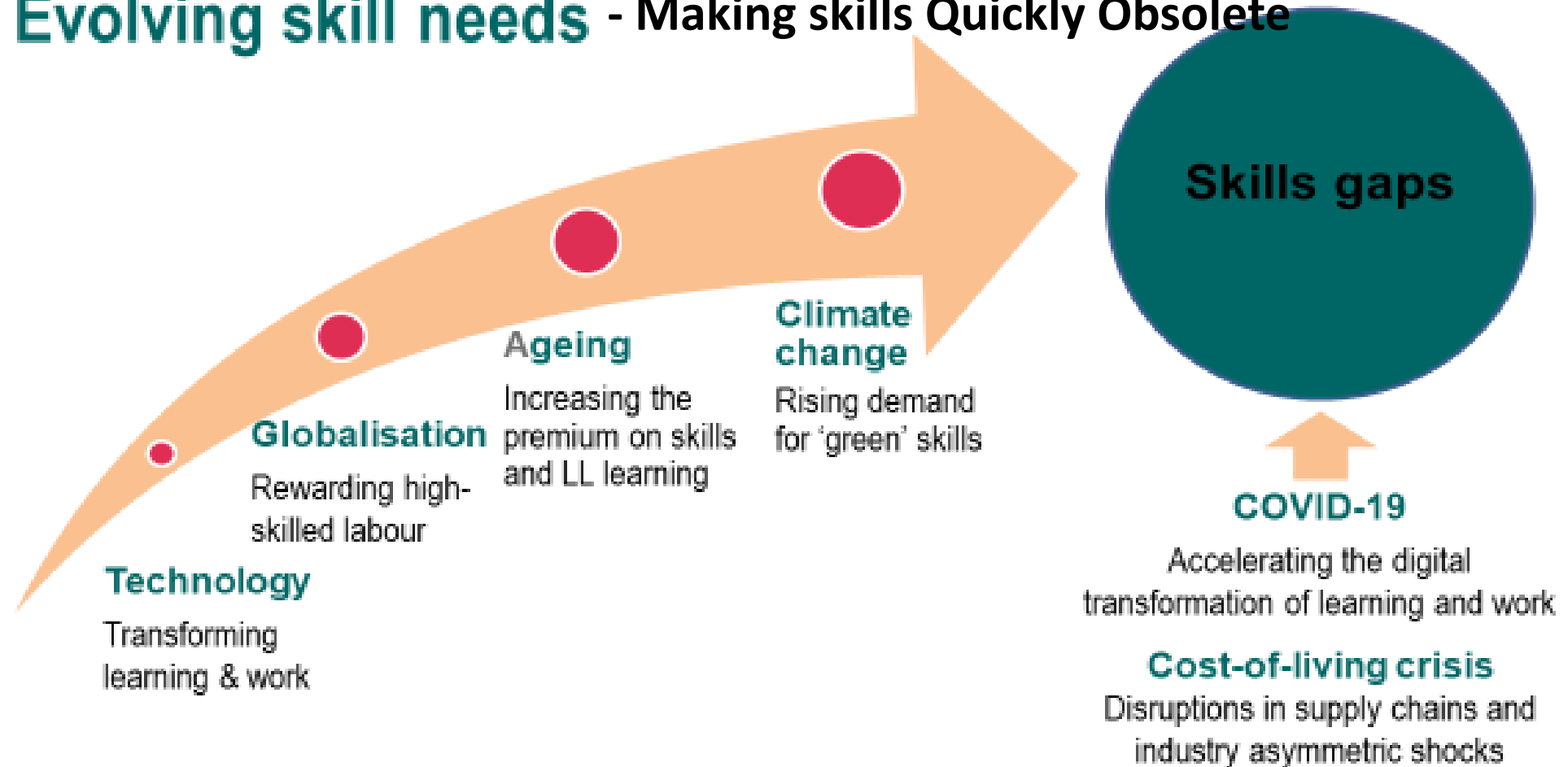
CHALLENGES: STATISTICAL EVIDENCE



SKILLS GAP IS REAL

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Evolving skill needs - Making skills Quickly Obsolete





SKILLS GAP IS REAL

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Skills gaps are pervasive and damaging

Proportion of overqualified and underqualified workers, by sex (15 & over)

Overqualified
Underqualified



Source: ILOSTAT





SKILLS GAP & MIGRATION

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A global snapshot of skills shortages and surpluses

Shortages and surpluses by broad skill category, available G20 countries

	ARG	AUS	BRA	CAN	DEU	FRA	GBR	ITA	KOR	MEX	TUR	USA	ZAF	EU	OECD
Arts And Humanities Knowl.	Small shortage				Small shortage	Small surplus			Large surplus		Large surplus	Small shortage			
Attitudes	Small surplus	Large surplus	Small shortage			Small surplus	Small surplus	Small surplus	Large surplus			Small shortage		Small surplus	Large surplus
Business Processes		Large surplus		Small shortage		Small surplus	Small surplus	Large surplus	Large surplus	Small surplus	Large surplus	Large shortage		Small surplus	Large surplus
Cognitive Skills	Large shortage		Small shortage		Small shortage		Small shortage	Small shortage	Large surplus	Large surplus	Large surplus	Small shortage	Small shortage	Small shortage	
Communication Skills	Small shortage	Large surplus				Small surplus		Large surplus	Large surplus	Large surplus	Large surplus	Small shortage	Small shortage		Small shortage
Digital Skills	Small shortage			Small surplus		Small surplus	Small shortage		Large surplus	Large surplus	Large surplus			Small shortage	
Law And Public Safety Knowl.		Small surplus	Small shortage	Small surplus	Small shortage	Small surplus	Small shortage	Large surplus	Small surplus	Large surplus			Large shortage		
Medicine Knowledge	Large shortage	Large shortage	Large shortage	Large shortage		Large shortage	Large shortage	Large surplus	Large shortage	Large surplus	Small shortage	Large shortage	Large shortage	Large shortage	Large shortage
Physical Skills	Large surplus	Large surplus	Large shortage	Small surplus	Small surplus	Small surplus	Large surplus	Large surplus	Small surplus	Large shortage	Large shortage	Large shortage	Small surplus	Small surplus	Large surplus
Production And Technology	Large surplus			Small surplus		Small surplus		Large surplus	Small shortage		Large surplus	Large surplus	Large surplus	Large surplus	Large surplus
Resource Management		Large surplus	Small surplus			Small surplus	Small shortage	Large surplus	Large surplus	Large surplus	Large surplus	Small shortage	Small shortage	Small surplus	Large surplus
Scientific Knowledge			Small shortage		Small shortage	Small shortage	Large shortage		Large shortage	Small shortage		Small surplus	Small surplus	Small shortage	Small shortage
Social Skills		Large surplus	Small shortage	Small surplus	Small shortage	Small surplus	Small shortage	Large surplus	Large surplus	Small surplus	Large surplus		Small shortage		
Training And Education	Large shortage	Large shortage	Large shortage	Large shortage	Large shortage	Large shortage	Large shortage	Large shortage	Large shortage	Large shortage	Small surplus	Large shortage	Large shortage	Large shortage	Large shortage

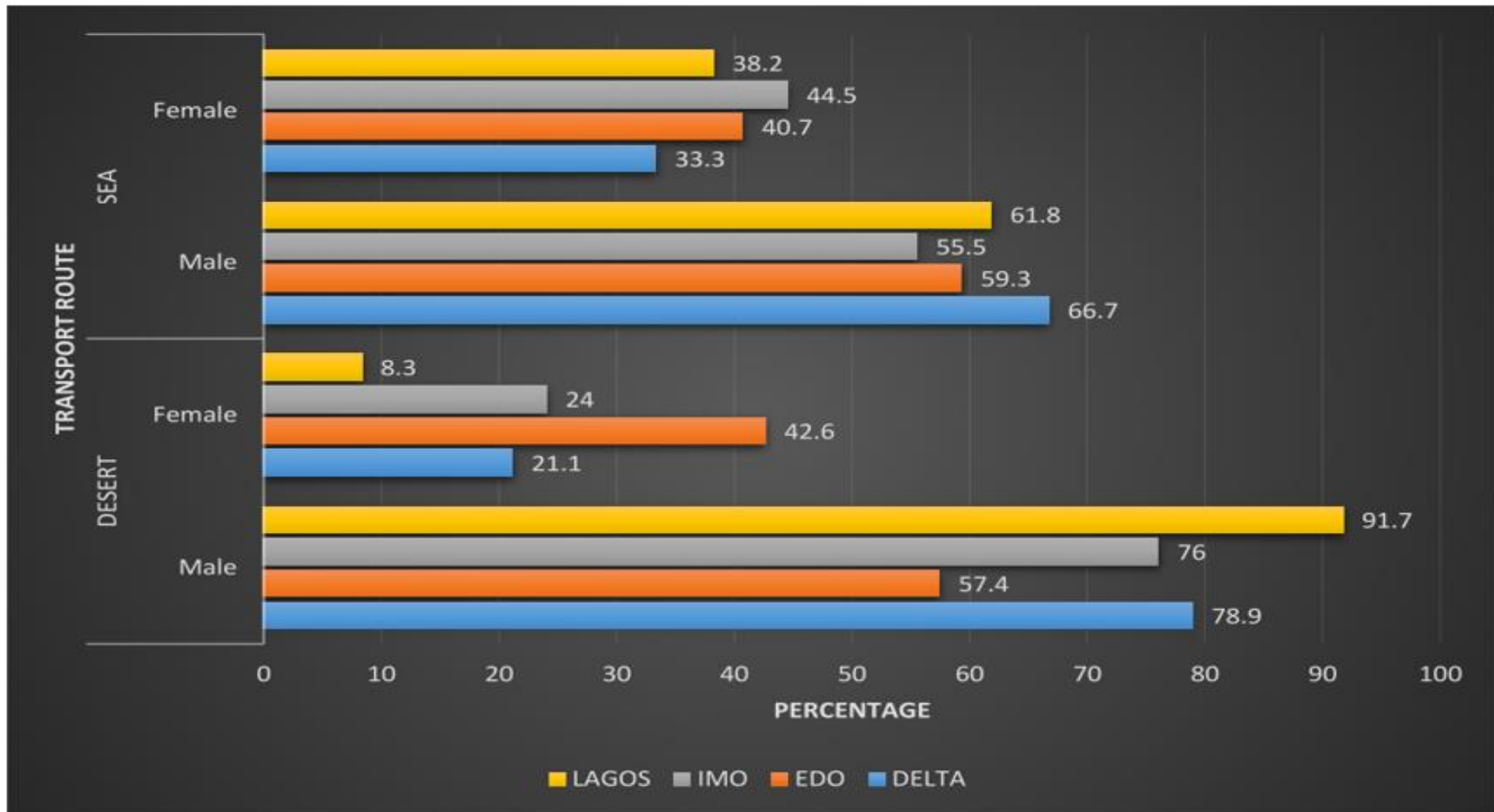




SKILLS GAP & MIGRATION

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PERCENTAGE DISTRIBUTION OF INTENDING MIGRANTS BY STATE, SEX AND ROUTE OF TRANSPORTATION





SKILLS GAP & MIGRATION

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PERCENTAGE DISTRIBUTION OF CONTINENTS RETURNED MIGRANTS TRAVELLED TO BY STATE AND SEX

Item	AFRICA		NORTH AMERICA		SOUTH AMERICA		ASIA		AUSTRALIA/OCEANIA		ANTARTICA		EUROPE	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
DELTA	80.9	19.1	50	50	100	0	50	50	0	100	0	0	64.3	31.7
EDO	70.1	29.9	80	20	0	0	66.7	33.3	50	50	0	0	77.8	22.2
IMO	77	23	100	0	40	60	87.5	12.5	0	0	0	0	63.0	37.0
LAGOS	69.9	30.1	50	50	100	0	76.1	23.9	50	50	0	0	76.9	28.1



SKILLS GAP & MIGRATION

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PERCENTAGE DISTRIBUTION OF RETURNED MIGRANTS ON WHAT SHOULD BE DONE TO DISCOURAGE IRREGULAR MIGRATION

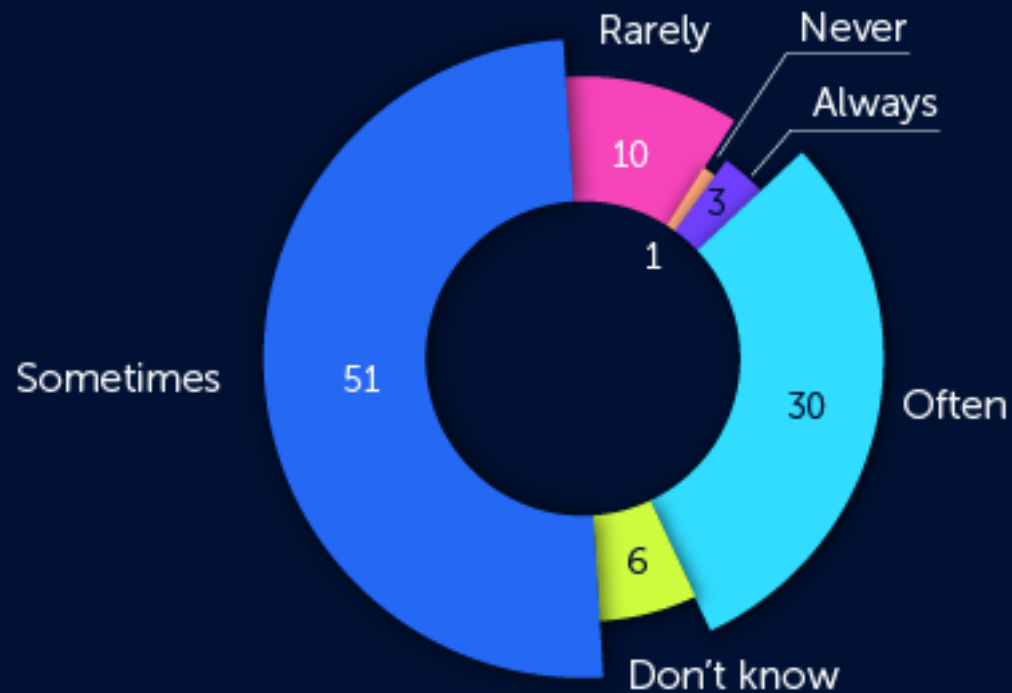
STATE	JOB CREATION	PROVISION OF INFRASTRUCTURE	ADEQUATE SECURITY	PROVISION OF SOCIAL INVESTMENT	SENSITIZATION ON THE DANGERS OF MIGRATION	CHANGE OF SOCIAL NORM	QUALITY EDUCATION	OTHERS
DELTA	79.71	0.00	0.00	1.45	5.80	2.90	7.25	2.90
EDO	70.54	6.25	0.89	4.46	5.36	0.89	8.04	3.57
IMO	74.77	17.12	0.00	0.90	2.70	0.90	2.70	0.90
LAGOS	60.75	17.76	6.54	4.21	9.81	0.47	0.47	0.00



STATISTICS – ADDRESSING SKILLS GAP

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How often capability-building programs succeed at achieving desired objectives and business impact, % of respondents



Only **one-third** of leaders say their capability-building programs **achieve business impact.**



STATISTICS – ADDRESSING SKILLS GAP/2

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How to be in the successful 33%

1. Leadership Involvement is critical.

65% of respondents believe that executives should participate in employee Learning and Development courses as **trainers, facilitators, or learners.**

2. Overcoming skills gaps costs money: Make necessary investment for a comprehensive plan: Assess potential Gap, Develop Strategy to skill at scale.

3. Focus efforts on ‘softer’, emotional, social and advanced cognitive skills.

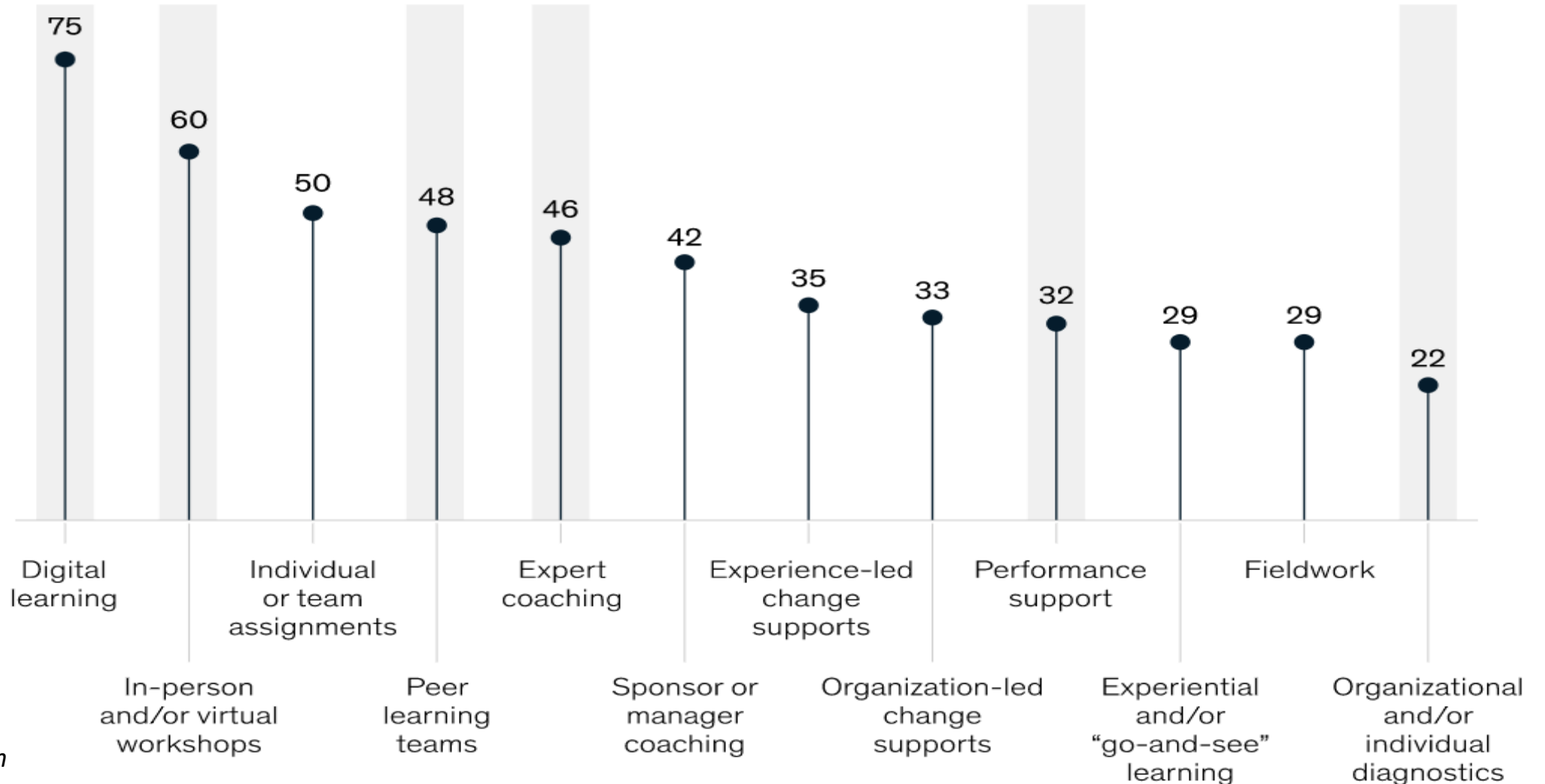
4. Implement infrastructure for ‘skilling’ at scale: Learning Hub, eLearning.



STATISTICS – ADDRESSING SKILLS GAP/3

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While Digital Learning is most preferred for skills building, a multi-channel approach supports success.

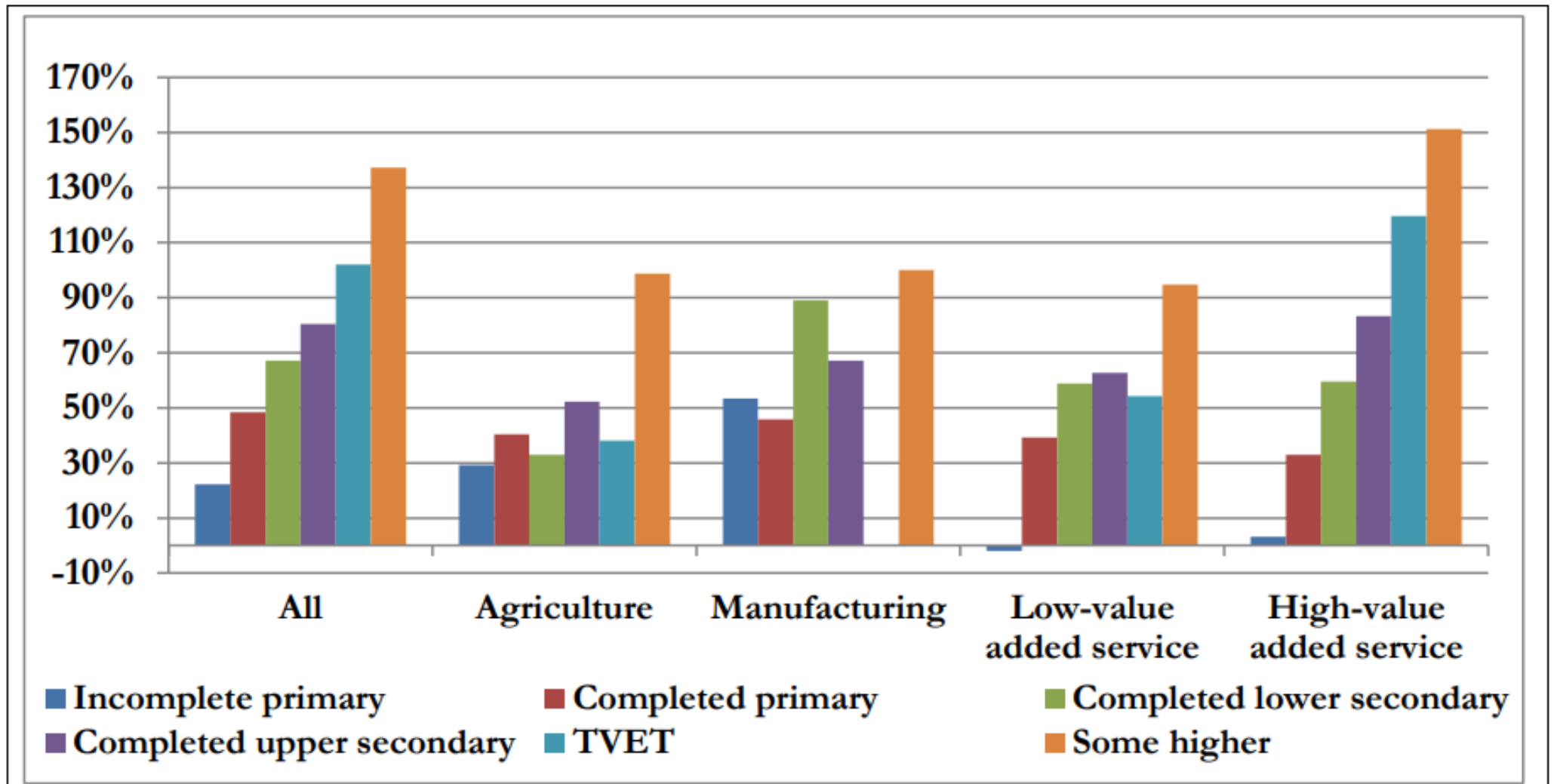




STATISTICS – ADDRESSING SKILLS GAP/4

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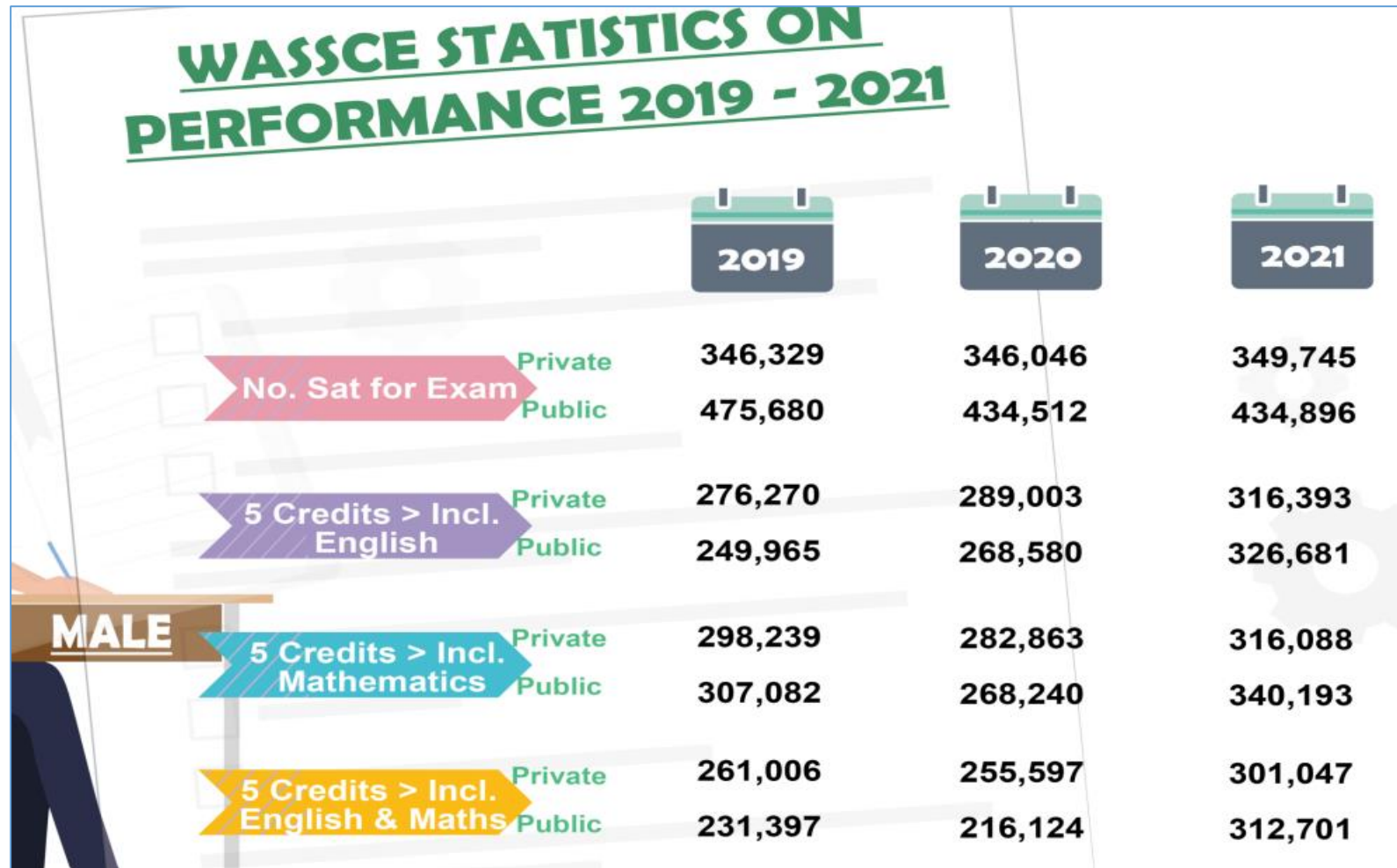
Figure 1-1. Nigeria: The returns of education, by economic sectors





STATISTICS – ADDRESSING SKILLS GAP/5 Public Schools Stand a Chance to WIN

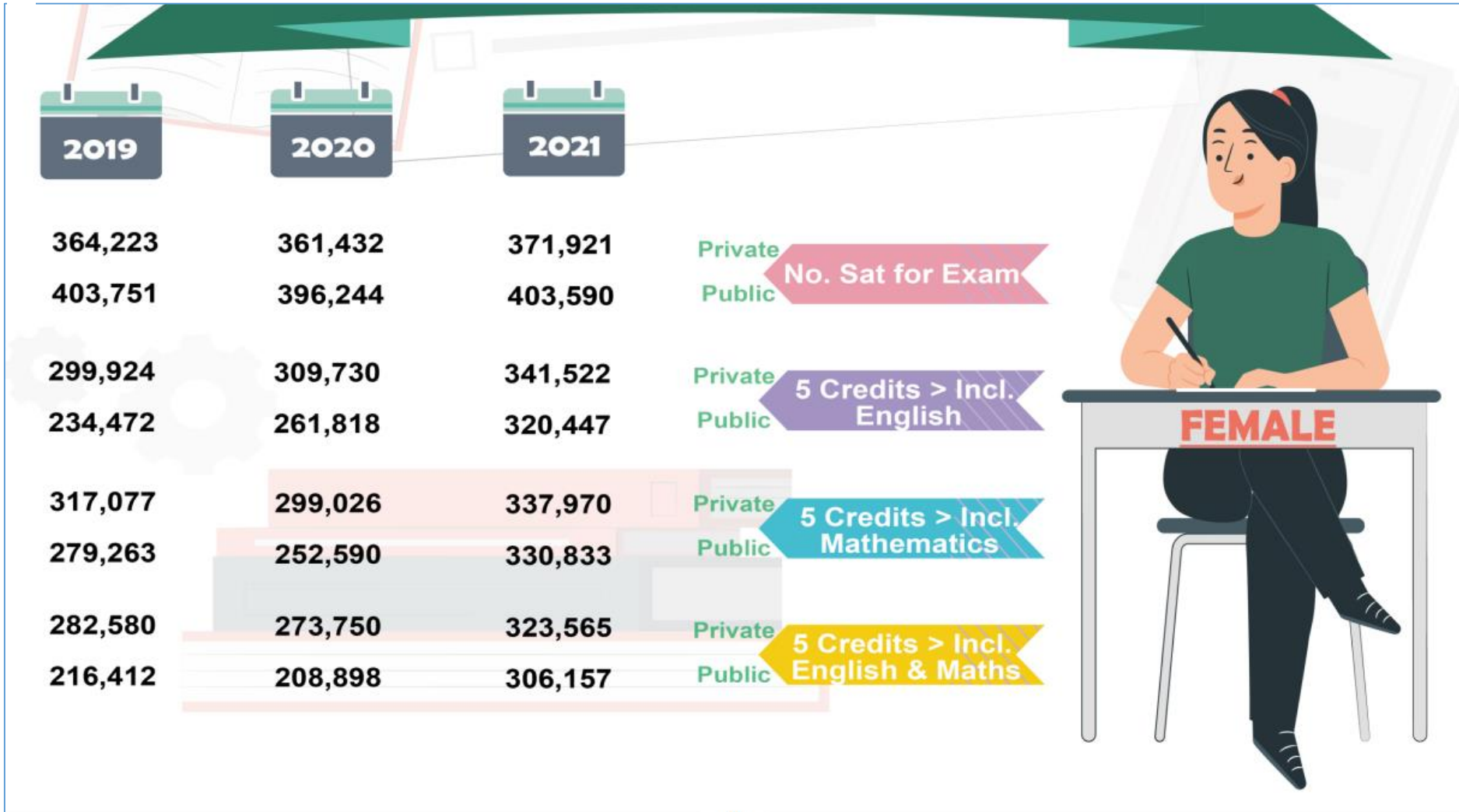
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STATISTICS – ADDRESSING SKILLS GAP/5 Public Schools Stand a Chance to WIN

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STATISTICS – ADDRESSING SKILLS GAP/6

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RURAL AREAS ARE CRITICAL

7 out of 10 Nigerians living in the rural areas are multidimensionally poor compared to 4 out of 10 in urban areas

Multidimensional poverty is higher in rural areas, where 72.0% of people are poor, compared to 42.0% of people in urban areas.

Approximately 70% of Nigeria's population live in rural areas, yet these areas are home to 80% of poor people.



STATISTICS – ADDRESSING SKILLS GAP/7

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RURAL AREAS ARE CRITICAL

Over 1 out of every 8 (13.0%) Nigerians are multidimensionally poor and live in a household where no member 15 years and above has completed primary school.

More than one quarter (26.3%) of Nigerians are multidimensionally poor and live in a household with a child between the ages of 6 and 15 that is not attending school.



ADDRESSING SKILLS GAP – CHALLENGES

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WHAT SHOULD WE DO?

1. Establish JOB CREATION OFFICE (JCO) in the State to Facilitate and Coordinate efforts.
2. Link State JCO to Federal JCO and link to other States for synergic and collaborative winning action.
3. Skills Acquisition Centres are all over the place, and without Appropriate Planning: **Urgent need to harmonize & Equip them.**
4. Need to focus more on skills development and job creation and than on highways/bridges infrastructure.
5. Prioritize JOB CREATION as a leadership function; and make it the responsibility of all MDAs, especially those involved with ENTERPRISE development (as SMEs create the highest jobs).



ADDRESSING SKILLS GAP – CHALLENGES/2

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6. Expand Education and Training:

- i. Structured Manner (need-based, sector, geographic, demographic)
- ii. TVET is key
- iii. Link to job needs
- iv. Link to skills needs
- v. Link to global needs
- vi. Boost Entrepreneurship and Enterprises
- vii. Expand Employability skills (Soft-skills, cognitive and digital skills)
- viii. Lifelong learning opportunities (Self-discovery tools & eLearning)



ADDRESSING SKILLS GAP – CHALLENGES/3

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7. Higher Education Curriculum should be Responsive

- i. Not detached from workplace needs
- ii. Involve Employers
- iii. Research areas should be tied to industry use

8. Provide Support Systems:

- i. Health Facilities & Systems support education and learning
- ii. Social security and benefits
- iii. Safety net jobs and cash-reliefs (while expanding decent sustainable jobs).



CONCLUSION



GO FORWARD

IN THIS PRESENTATION, YOU HAVE:

1.

TOOLS TO EQUIP

2.

KNOWLEDGE TO ACT

3.

STRATEGY TO GALVANIZE

THANK YOU!

Tilda Ndu Mmegwa
SSA to the President
on Employment & Job Creation

ssap.jobcreation@gmail.com