



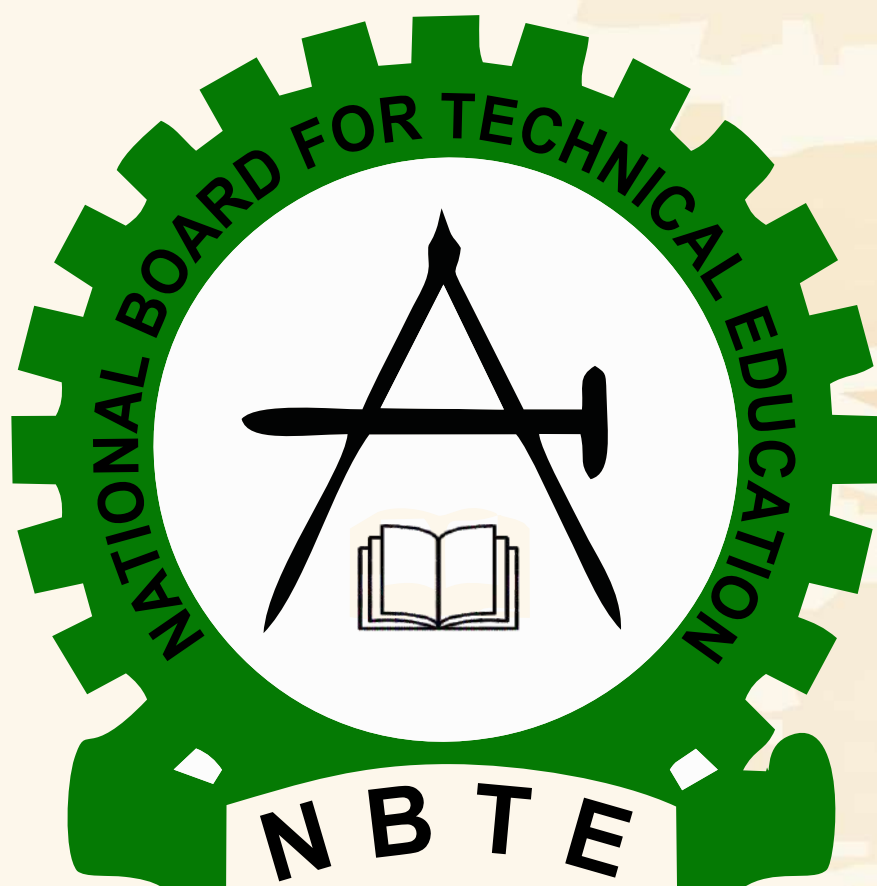
**NATIONAL BOARD FOR TECHNICAL EDUCATION**  
[www.nbte.gov.ng](http://www.nbte.gov.ng)



# **NBTE** **COMPENDIUM**

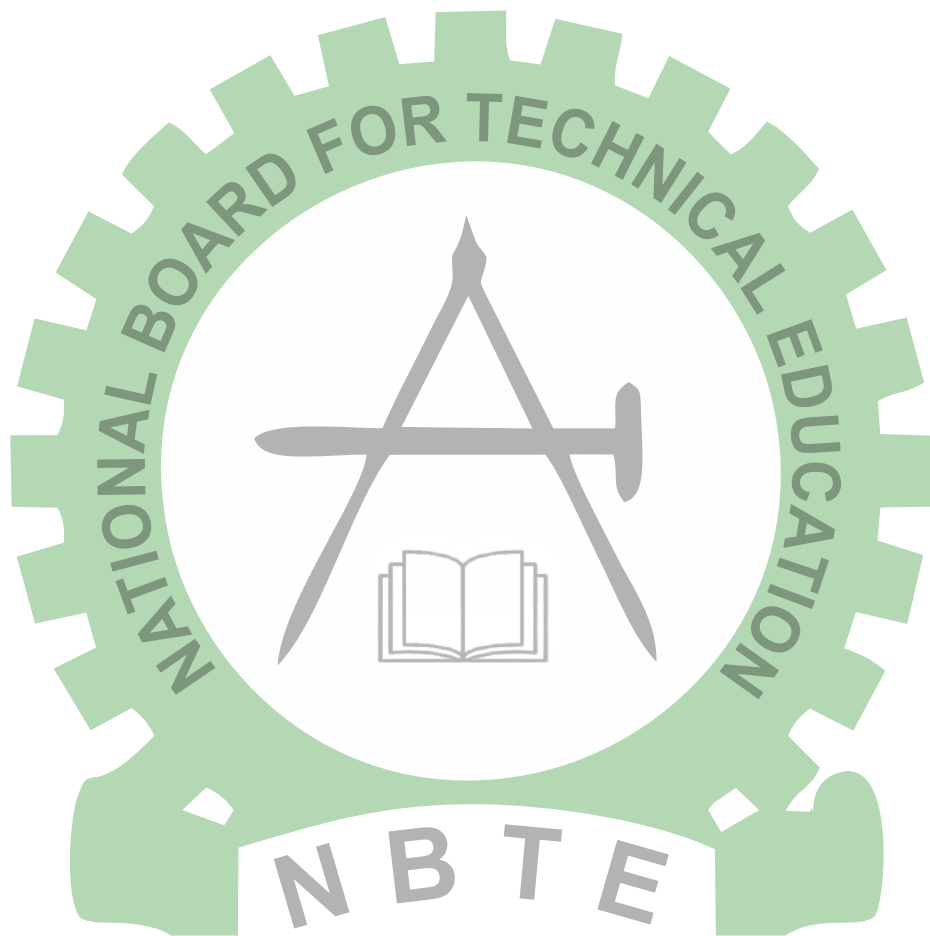
A Chronicle of Innovations,  
Achievements and Strategic  
Directions of the NBTE in 2024/25

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# **NBTE** **COMPENDIUM**

A Chronicle of Innovations,  
Achievements and Strategic  
Directions of the NBTE in 2024/25



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## **Drivers of the Renewed Hope Agenda, 2024-25 at the NBTE**



**His Excellency Asiwaju Bola Ahmed Tinubu, GCFR**  
PRESIDENT AND COMMANDER IN CHIEF



**Dr Tunji Alausa, CON**  
HONORABLE MINISTER OF EDUCATION



**Prof Suwaiba S Ahmed, HMSE**  
HONORABLE MINISTER OF STATE EDUCATION



**Mr Abel Enitan**  
PERMANENT SECRETARY,  
MINISTRY OF EDUCATION



**Prof Idris Bugaje**  
EXECUTIVE SECRETARY,  
NATIONAL BOARD FOR TECHNICAL EDUCATION



**200<sup>th</sup> MEETING OF MANAGEMENT/EXCO, HELD 14<sup>th</sup> JANUARY, 2025  
NATIONAL BOARD FOR TECHNICAL EDUCATION KADUNA, NIGERIA.**



# NBTE Profile

## Establishment

The National Board for Technical Education (NBTE) is a key regulatory and quality assurance agency under the Federal Ministry of Education, Nigeria. It was established by Act No. 9 of January 11, 1977, as amended in 1985, and is headquartered in Kaduna. The Board plays a pivotal role in regulating, ensuring quality, and developing Technical and Vocational Education and Training (TVET) across the country, outside the university system.

## Core Mandates and Functions

The core mandates of NBTE are to:

**[A]. Regulate** and carry out quality assurance in all aspects of TVET in Nigeria

**[B]. Develop** the National Minimum Standards in programs leading to the award of:

<b>ND</b>	<b>NID</b>	<b>HND</b>	<b>NVC</b>
National Diploma	National Innovation Diploma	Higher National Diploma	National Vocational Certificate
<b>NBC</b>	<b>NTC</b>	<b>ANTC</b>	<b>ANTC</b>
National Business Certificate	National Technical Certificate	Advanced National Technical Certificate	Advanced National Business Certificate

**[C]. Regulate** the National Skills Qualification Framework (NSQF) and coordinate its implementation in liaison with other stakeholders

**[D]. Advise** the Federal Government on policies relating to technical and vocational education





### Organizational Structure

NBTE Organizational structure consists of a Governing Board, the highest policy-making body, and the Executive Committee, which oversees the day-to-day management of the Board. There are also 13 Departments headed by Directors at the Headquarters and 7 zonal offices headed by Zonal Directors in the 6 geopolitical zones and the FCT, Abuja.

### List of Departments

- 1) Human Resources
- 2) Finance and Accounts
- 3) Curriculum Development
- 4) Polytechnic and Allied Programmes
- 5) Nursing and Health Technology Programmes
- 6) Vocational, Technical and Skills Development
- 7) New TVET Institutions Registration
- 8) Academic and Strategic Planning
- 9) Physical Planning and Development
- 10) Internal Audit
- 11) SERVICOM
- 12) Procurement
- 13) Inspectorate

### Contact Details of Zonal Directorates and Liaison Office

S/N	ZONE	E-MAIL ADDRESS	OFFICE ADDRESS
1	North Central	nbtenczonaloffice@nbte.gov.ng	First Floor, Old Entrepreneurship Complex, The Federal Polytechnic, Nasarawa, Nasarawa State.
2	North West	nbtenwzonaloffice@nbte.gov.ng	Hassan Usman Katsina Polytechnic, Katsina, Katsina State.
3	North East	nbtenezonaloffice@nbte.gov.ng	Room 9, ICT/MIS Directorate Building, Federal Polytechnic, Bauchi, Bauchi State.
4	South East	nbtesezonaloffice@nbte.gov.ng	Room A54-A57, Ebele Ofunneamaka Federal Secretariat, Awka, Anambra State.
5	South South	nbteszonaloffice@nbte.gov.ng	Captain Elechi Amadi Polytechnic, Port Harcourt, Rivers State
6	South West	nbtesouthwestzo@nbte.gov.ng	Yaba College of Technology, Yaba, Lagos State
7	FCT	nbtealo@nbte.gov.ng	NBTE Liaison Office (Opp. Tetfund), Zambezi Crescent, Maitama Abuja



The background of the page is a photograph of two men in traditional Nigerian attire. The man on the left is wearing a white agbada and a white gele, while the man on the right is wearing an orange agbada and an orange gele. They are both smiling and looking towards the camera. The image is slightly blurred and has a dark overlay.

# **QUALITY ASSURANCE & ACCREDITATION**



# Preamble

Prof. Idris Bugaje's leadership has transformed the NBTE's quality assurance efforts, positioning TVET institutions for success in a rapidly changing labor market. His vision for TVET has yielded significant results, including a high percentage of program accreditation and approval, underscoring the effectiveness of his initiatives.

As the ES of NBTE, he spearheaded quality assurance efforts to enhance the standards of Technical and Vocational Education and Training (TVET) in Nigeria. Under his leadership, and in 2024 alone, the NBTE has achieved the following:

1



**Extensive quality assurance visits**

The Board visited 77 institutions in 2024 for accreditation, resource inspection, verification, revalidation, and carrying capacity exercises, ensuring compliance with national standards and labor market demands.

2



**Digitalized quality assurance processes**

Prof. Bugaje introduced digital quality assurance exercises, enabling institutions to upload required information on the Board's platform, thereby increasing efficiency and transparency.

3



**Accredited and approved programs**

The Board accredited 479 programs, granted interim accreditation to 4 programs, and approved 220 programs to commence, demonstrating its commitment to quality assurance and relevance in TVET.

4



**Extensive quality assurance visits**

By ensuring that TVET programs meet national standards and labor market demands, the Board has minimized the risk of public fund misuse and promoted workforce productivity and competitiveness.



In a bid to foster quality assurance in the Technical and Vocational Education and Training (TVET) sector, the National Board for Technical Education (NBTE) has consistently maintained standards by improving students' outcomes that guarantee positive learning and teaching environment in all Institutions under her purview. This ensures an effective and equitable educational system, strong reputation and improved efficiency, which is understood as the composite measures mandated to the Board to verify that processes and procedures are in place, which, when effective, ensure the quality and improvement of TVET in Nigeria.

Consequently, in 2024, the Polytechnic and Allied Programmes Department of the Board visited seventy-seven (77) Institutions for varying quality assurance exercises such as Resources Inspection, Accreditation, Verification, Revalidation and Carrying Capacity. The quality assurance exercises aim to ascertain the adequate implementation of the curricular as well as the availability and adequacy of human and material resources put in place to discharge the responsibilities of teaching and learning.

Moreso, the Director of the Polytechnic and Allied Programmes Department, Dr. Fatima Kabir Umar, advocated the importance of the quality assurance exercises embarked upon by the Board to Institutions towards fostering a higher response to labour market, societal and individual needs. Reiterating the culmination to nationally and internationally recognised qualifications or credentials and provide access to decent jobs and sustainable employment.

In addition, she emphasized that the pursuit of good TVET reinforces confidence and trust in TVET qualifications by demonstrating that they meet national standards and match labour market demand. Stressing that the aforementioned among other efforts of the Board have greatly minimised the risk of the misuse of public funds and consistently developed and maintained high levels of workforce productivity and competitiveness.

Relatedly, in a quest to further reposition the mode of delivering Quality Assurance mandate, the Executive Secretary of the Board, Professor Idris Muhammad Bugaje, approved the transitioning of Physical Quality Assurance exercise to Digital Quality Assurance exercise in all TVET Institutions under the purview of the Board. This novel and distinct innovation was quickly compiled with by Al-Hikma Polytechnic, Karu, TimeOn Kairus Polytechnic, Lagos and Abubakar Tatari Ali Polytechnic, Bauchi among others having successfully uploaded all required information on the Board's digital platform.



S/N	Summary of Programmes Visited in 2024	Number
1.	Number of Programmes Accredited	479
2.	Number of Programmes for Accreditation Verification	45
3.	Number of Programmes Granted Interim Accreditation	4
4.	Number of Programmes Granted Approval to Commence	220
5.	Number of Programmes for Resource Inspection Verification	58
6.	Number of Programmes Denied Approval to Commence	8
7.	Number of Programmes for Carrying Capacity Verification	121
8.	Number of Programmes Revalidated	4
9.	Number of Programmes Denied Additional Streams	11
Total		950

## QUALITY ASSURANCE VISITATIONS TO INSTITUTIONS

One of the key mandates of the NBTE is ensuring quality of programmes being offered by the TVET institutions in the country. The process involves the regular Quality Assurance visitations to the programmes in the TVET institutions to assess the level of compliance to the standard under the Board's new vision for TVET.

During the period under review, the Department of Nursing and Health Technology Programmes Department carried out visitations for Approval, Resource Inspection, Carrying Capacity and Accreditation visitations to Agricultural Colleges, Colleges of Health Technologies, Colleges of Nursing and Specialised Institutions in the country. Similarly, verification exercises were conducted to ascertain claims by institutions which had their programmes earlier granted interim accreditation and denial of approval to commence.

### Accreditation of Programmes

**49**Institutions  
were visited**140**Programmes  
were evaluated**127**Programmes  
were granted  
accreditation  
representing 91%.**11**Programmes  
were granted  
interim accreditation  
representing 8%.

### Resources Inspection of new programmes

**71**Institutions  
were visited**196**Programmes  
were evaluated**163**Programmes  
were granted  
approval to  
commence,  
representing 83%





### Approval of New Public Institutions

27

Proposed public institutions were visited

26

Institutions were granted recognition

1

Institution was not granted recognition

### Carrying Capacity Visitation

3

Institutions were visited

5

Programmes was assessed

5

Programmes was granted approval for increase in their carrying capacities

### Programme Revalidation Visitation

4

Institutions were visited

5

Programmes was assessed

4

Programmes was granted approval for revalidation

1

Programme was granted Denial of approval for revalidation

Details of the quality assurance visitations carried out within the period are presented in the table below;

Visitation Types	No. of programs visited		Total	No. of Institutions Visited	Total
	No. Approved/Accredited			No. Granted Interim/Denied Approval	
Accreditation	127	11	138	49	49
Resources Inspection	163	33	196	71	71
Approval Visit (New Institution)	26	1	27	27	27
Carrying Capacity	5	0	5	3	3
Revalidation of programmes	4	2	6	4	4
Total	325	46	372	154	154

The high percentage recorded in programme accreditation and approval of new programmes signified the success of the new TVET transformation of the Executive Secretary.



# Nursing and Health Technology Programmes Department

## 1. Curriculum Review and Development

In alignment with the Board's statutory mandate to develop and periodically review national minimum standards for Technical and Vocational Education and Training (TVET) programmes, responsive to evolving socio-economic and sectoral demands, and pursuant to the renewed vision for TVET transformation under the leadership of the Executive Secretary, Professor Idris M. Bugaje, the Department facilitated curriculum development workshops for the review and creation of four specialised health programmes.

Two existing programmes, originally developed in the 1990s, were comprehensively reviewed to address current health sector requirements, particularly in dental therapy. Additionally, two new curricula were developed to meet emerging national health needs and support the integration of innovative healthcare delivery models into the TVET system.

The programmes reviewed and developed in collaboration with the Curriculum Development Department are as follows:

- a) HND Dental Therapy - reviewed
- b) ND Dental Therapy - reviewed
- c) ND Health Education and Promotion - newly developed
- d) ND Medical Laboratory Technology - newly developed

## 2. Quality Assurance Visitations to Institutions

Consistent with NBTE's core mandate of safeguarding academic quality and ensuring compliance with national standards, the Department conducted systematic Quality Assurance (QA) visitations across Agricultural Colleges, Colleges of Health Technology, Colleges of Nursing, and other specialised institutions. These visitations—covering programme accreditation, resource inspection, carrying capacity evaluation, and programme revalidation, were executed in line with the Executive Secretary's strategic vision for revitalising TVET in Nigeria.

In addition, verification exercises were undertaken to authenticate claims made by institutions operating under interim accreditation, and in certain cases, to issue denials of approval where minimum requirements were unmet.

Summary of QA Activities Conducted:

- Programme Accreditation:
  - o 49 institutions visited
  - o 140 programmes evaluated
  - o 127 programmes granted full accreditation (91%)
  - o 11 programmes granted interim accreditation (8%)



- Resource Inspection for New Programmes:
  - o 71 institutions visited
  - o 196 programmes evaluated
  - o 163 programmes approved to commence (83%)
  - o 33 programmes denied approval (17%)
- Approval of New Public Institutions:
  - o 27 proposed public institutions evaluated
  - o 26 granted recognition
  - o 1 denied recognition
- Carrying Capacity Assessment:
  - o 3 institutions visited
  - o 5 programmes assessed
  - o 5 programmes approved for increased capacity
- Programme Revalidation:
  - o 4 institutions visited
  - o 5 programmes assessed
  - o 4 approved for revalidation
  - o 1 denied revalidation approval

Visitation Type	Approved/ Accredited	Interim/ Denied	Total Programmes	Institutions Visited
Accreditation	127	11	138	49
Resource Inspection	163	33	196	71

Visitation Type	Approved / Accredited	Interim/D enied	Total Programme	Institutions Visited
New Institution Approval	26	1	27	27
Carrying Capacity	5	0	5	3
Programme Revalidation	4	2	6	4
Total	325	46	372	154

The consistently high rates of programme accreditation and institutional approvals recorded during the reporting period underscore the tangible impact of the Executive Secretary's transformative TVET agenda. These outcomes demonstrate not only enhanced compliance with regulatory standards but also a strengthening of the national capacity to deliver high-quality, industry-relevant health and nursing education programmes across Nigeria.



# Expansion of Accredited Polytechnics and TVET Centres

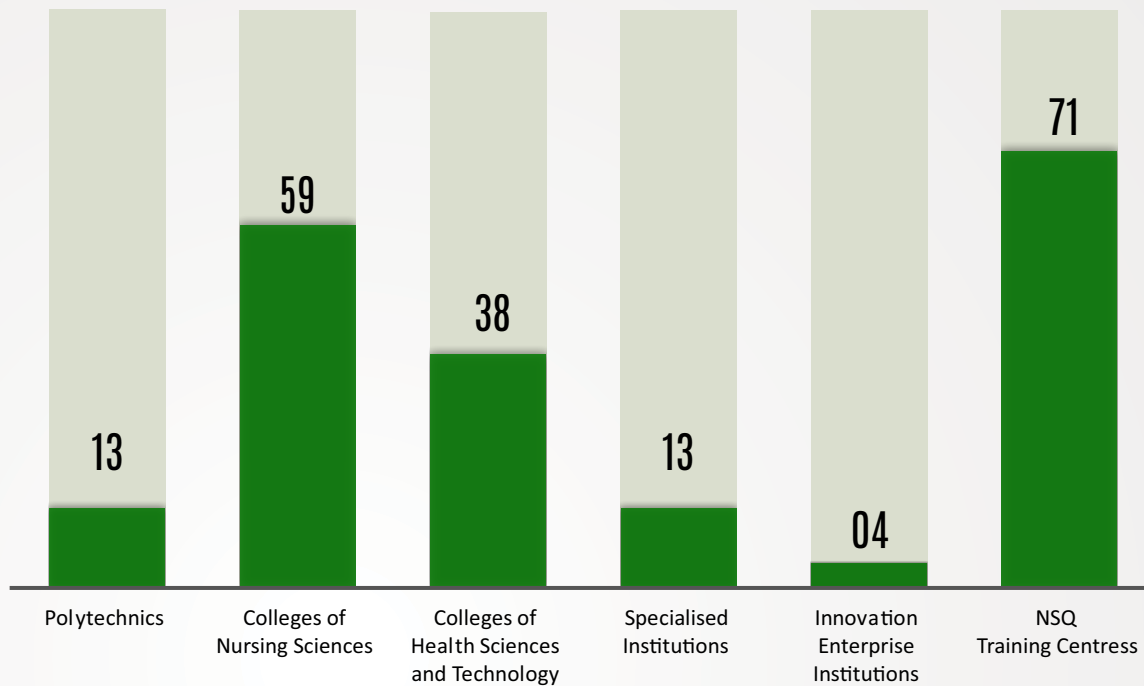
One of the core mandates of the Board is to coordinate the process of registering and establishing new private Technical and Vocational Education and Training (TVET) Institutions in Nigeria. This is important because they are needed to produce a pool of skilled workforce that could meet the demands of various industries. Furthermore, establishment of new TVET Institutions reduces unemployment rates, particularly among the youths, by preparing them for available job opportunities and equipping them with practical skills that can foster entrepreneurship or business ownership, which can lead to innovation and economic diversification.

Over the years, the Board realized that establishing more TVET Institutions has helped Nigeria to fill the specific skills shortages in sectors like agriculture, information and communication technology, oil and gas, and manufacturing, by ensuring that the workforce is aligned with the industry needs. Moreover, the private TVET Institutions established has facilitated partnerships with local firms or enterprises to enhance practical training opportunities and ensure that programme curricula are relevant to current market demands. Furthermore, they have also provided experiential learning opportunities, internships, and access to modern training equipment for the students to become employable graduates. By expanding access to TVET, many individuals

and families are lifted out of poverty through better job prospects and increased earning potential for individual, economic growth, and social development for the country.

The New TVET Institutions Registration Department (NTIRD) facilitated the approval of one hundred and thirty six (136) TVET Institutions during the period under review, as shown below. The salient objective is to further improve access to TVET through private sector involvement, investment and engagement aimed at developing skills and reducing unemployment in Nigeria. This aligns with the pillars of the eight-point agenda of the current administration and strategic roadmap for the Nigerian education sector. The breakdown shows that sixteen (16) Polytechnics (12%), thirty-six (36) Colleges of Nursing Sciences (26%), twenty-nine (29) Colleges of Health Science and Technology (21%), nine (9) Specialized Institutions (7%), three (3) Enterprise Innovation Institutions (2%), and forty-three (43) NSQ Training Providers (32%) were processed, assessed and approved through the quality assurance activities of the Board.





Every day, requests are received from Nigerians to establish more TVET Institutions in the country in order to enhance the readiness of young people for the labour market. This is crucial in equipping them with the technical and life skills needed to create wealth. This can lead to innovations through applied research and development projects that can benefit students, staff and the host communities.

For more than two decades, the Board has been supporting the establishment of new private TVET Institutions in remote areas and rural communities in Nigeria to ensure that people living in the marginalized communities are empowered. This has expanded access to TVET for young individuals from marginalized backgrounds, providing them with opportunities that may have been previously out of their reach. In essence, establishment of new private TVET

Institutions support social equity and inclusion for the disadvantaged Nigerians to be educated and prepared for the world of work.

Overall, the expansion of TVET Institutions is playing a pivotal role in shaping a skilled workforce and driving economic progress. Our notable achievements indicate that TVET is now regarded by Nigerians as a feasible means of producing middle and skilled manpower technical manpower for the national and global labour markets, fostering innovation in accordance with the changing needs of the Industry and imparting marketable skills.

The background of the slide is a grayscale image of a microscope. A white gear-like outline is superimposed over the center of the image, framing the text.

# **RESEARCH, INNOVATION AND DIGITALIZATION**



# Preamble

Prof. Bugaje's leadership has positioned the NBTE at the forefront of innovation and digitalization in TVET, enhancing the quality, efficiency, and relevance of technical education in Nigeria. His initiatives have set a new standard for educational administrative leadership, driving Nigeria's TVET sector towards a more efficient, effective, and transparent system. The ES has driven research, innovation, and digitalization initiatives to enhance the quality and relevance of TVET in Nigeria. Key achievements include:



## **1. Revitalizing the Nigerian Journal of Technical Education (NJTE):**

Prof. Bugaje successfully revived the NJTE, securing an International Standard Serial Number (ISSN) and initiating Crossref registration to enhance academic reach and accessibility.



## **2. Digitalizing Quality Assurance Processes:**

The NBTE has introduced Technology-Enabled Quality Assurance (TEQA), digitalizing operations, and streamlining quality assessment processes, reducing costs, and improving efficiency.



## **3. Digital Modification of Physical Development Master Plans:**

Prof. Bugaje implemented digital modifications for assessing physical development master plans, integrating Geographic Information Systems (GIS) and remote assessment capabilities, reducing approval timelines and enhancing transparency.



## **4. Monthly Academic Paper Seminar Presentations:**

The initiative provides a platform for NBTE staff to showcase research and academic papers, enhancing knowledge, expertise, and professional recognition.



## **5. Training and Capacity Building:**

Over 1,368 TVET staff were trained on the digital system, and NBTE staff were sensitized on adopting technology in routine operations and quality assurance exercises.



# NBTE Digitalization Drive: Establishment of Integrated e-TVET Management Platforms

In alignment with Nigeria's digital agenda and the global transition towards data-driven governance, the NBTE, under the visionary leadership of Prof. Idris M. Bugaje, has executed a comprehensive digital transformation framework for TVET regulation.

This transformation has produced a robust ecosystem of interoperable platforms that automate regulatory functions, integrate institutional operations, and provide transparent, real-time data for decision-making. The initiative has enhanced quality assurance, efficiency, accountability, and service delivery across NBTE's statutory mandate.

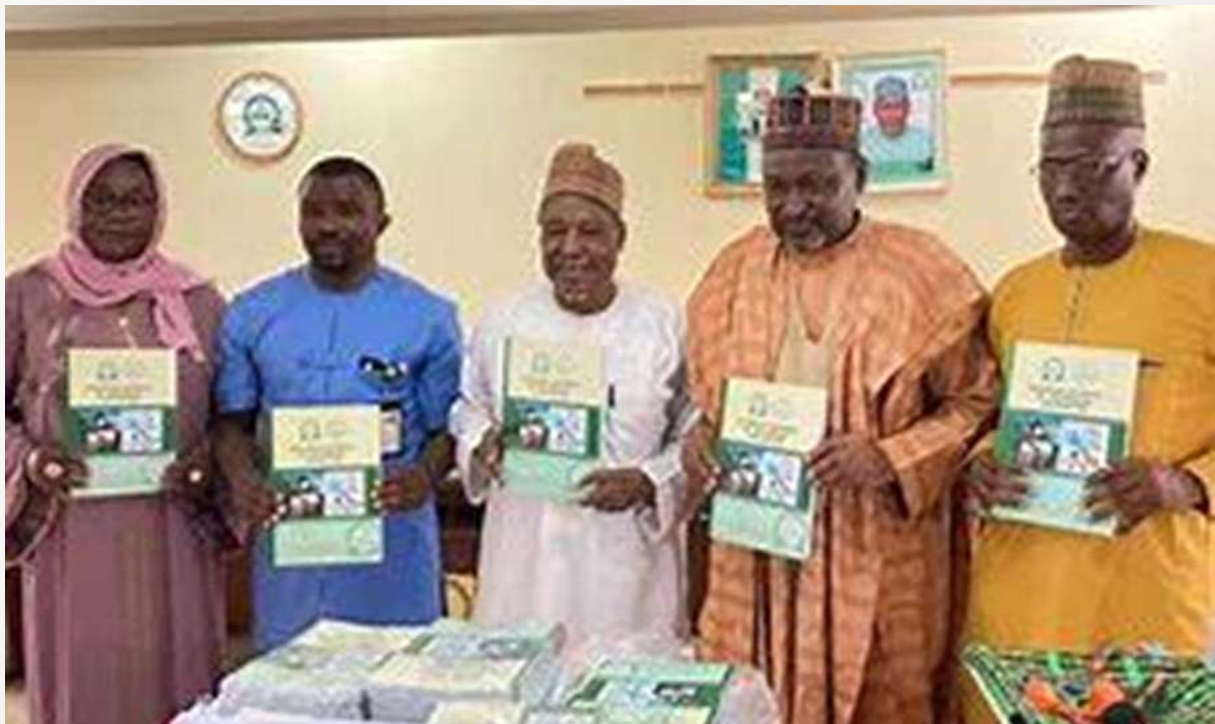
Crucially, this reform signifies a landmark paradigm shift in TVET governance. From a single portal that existed prior to his assumption of office, 15 additional specialized digital platforms have been deployed, creating a multi-layered e-TVET architecture. Through this bold digitalization drive, NBTE has positioned Nigeria's TVET system as a continental benchmark for innovation, transparency, and competitiveness in the digital economy era.

 <b>NATIONAL BOARD FOR TECHNICAL EDUCATION</b> <b>NBTE DIGITAL PORTALS</b>		
1	NBTE Website	<a href="https://www.nbte.gov.ng/">https://www.nbte.gov.ng/</a>
2	Staff Digital Portal	<a href="https://www.digitalnbte.nbte.gov.ng/Login">https://www.digitalnbte.nbte.gov.ng/Login</a>
3	Digital Quality Assurance Portal	<a href="https://www.digitalnbte.nbte.gov.ng/TVET/TVETLogin">https://www.digitalnbte.nbte.gov.ng/TVET/TVETLogin</a>
4	New Institution Application Portal	<a href="https://www.digitalnbte.nbte.gov.ng/TVET/TVETApplication">https://www.digitalnbte.nbte.gov.ng/TVET/TVETApplication</a>
5	NBTE HR Portal	<a href="https://www.hr.nbte.gov.ng/">https://www.hr.nbte.gov.ng/</a>
6	HND Admission Portal	<a href="https://hnd.nbte.gov.ng/login">https://hnd.nbte.gov.ng/login</a>
7	HND Graduates Data Portal (NYSC)	<a href="https://upload.nbte.gov.ng/">https://upload.nbte.gov.ng/</a>
8	Nigerian Youth Skills Empowerment (NYSE)	<a href="https://nyse.digitalnbte.com/">https://nyse.digitalnbte.com/</a>
9	Nigerian Journal of Technical Education (NJTE)	<a href="http://www.digitalnjte.org">www.digitalnjte.org</a>
10	National Occupational Standards (NOS) for Skills Training Centres	<a href="https://www.digitalnbte.nbte.gov.ng/Public/PUCNOS">https://www.digitalnbte.nbte.gov.ng/Public/PUCNOS</a>
11	SIWES Submission Portal	<a href="https://sire.digitalnbte.com/TVET/TVETLogin">https://sire.digitalnbte.com/TVET/TVETLogin</a>
12	NBTE eLearning Portal	<a href="https://elearn.digitalnbte.com">https://elearn.digitalnbte.com</a>
13	NBTE Data Management System	<a href="https://erp.nbte.gov.ng/">https://erp.nbte.gov.ng/</a>
14	QAA UNIT 1 ONLINE TRAINING FOR STUDENTS MSQ	<a href="https://qaa.nbte.gov.ng/">https://qaa.nbte.gov.ng/</a>
15	FG TVET Initiative: MCP, VEI, Training Centre Application	<a href="https://www.digitalnbte.nbte.gov.ng/TVET/TVETApplication2">https://www.digitalnbte.nbte.gov.ng/TVET/TVETApplication2</a>
16	FG TVET Initiative Registration Portal for Students (hosted by Nelfund)	<a href="https://www.tvet.education.gov.ng">https://www.tvet.education.gov.ng</a>
 		



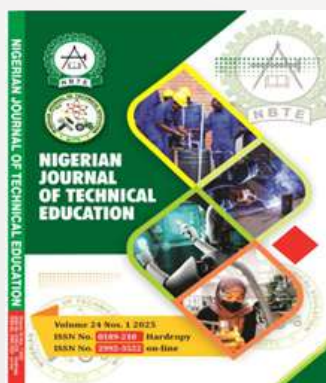
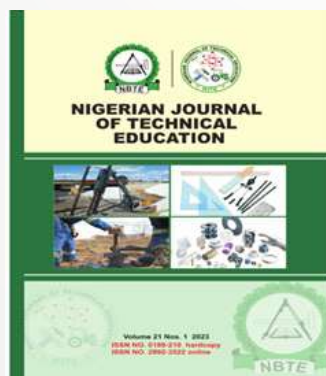
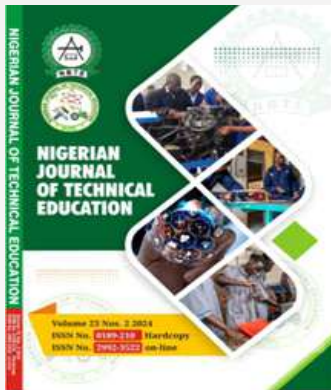


# Evolution of NJTE: Transforming the Nigerian Journal of Technical Education for Impact and Reach



The Nigerian Journal of Technical Education (NJTE) has played a pivotal role in disseminating research findings from Nigerian polytechnics to the broader academic community since its inception in 1985. However, after ceasing publication in 2015, the journal remained dormant for several years. In a significant move to revitalize research and publications within the Technical and Vocational Education and Training (TVET) sector, the National Board for Technical Education (NBTE), under the leadership of Executive Secretary Prof. Idris M. Bugaje, successfully revived the NJTE.

The NJTE has recently achieved significant milestones to enhance its academic reach and accessibility. The journal has secured an International Standard Serial Number (ISSN) for its online edition, facilitating its identification and cataloging in digital libraries and databases. The ISSN assigned to NJTE's online version is 2992-3522.



Furthermore, NJTE has initiated the process of registering with Crossref, a renowned organization that provides Digital Object Identifiers (DOIs) for scholarly content. This registration will enable NJTE to assign unique DOIs to its articles, thereby improving their discoverability and citation in the global academic community.

Crossref's services support the registration of records for journal titles and articles, as well as for individual volumes and issues, enhancing the visibility and accessibility of scholarly publications.

These developments underscore NJTE's commitment to advancing technical education research and its dissemination both within Nigeria and internationally.

On June 15, 2023, at the NBTE Head Office in Kaduna, Prof. Bugaje unveiled Volume 21 of the NJTE. He emphasized the importance of scholars in the TVET sector actively publishing their insights, innovations, and research findings to contribute meaningfully to national development. He highlighted the necessity of communicating innovations from the Nigerian TVET sector to the wider academic community for recognition and potential adaptation. He stated, "The Journal is open for inputs and contributions from academics in polytechnics and universities, including colleges of education." Furthermore, he announced plans for the journal to be published online biannually, in July and December, starting from 2024, to facilitate global accessibility. So far the NJTE has published four editions since its revival with the use of robust editorial process.

The relaunch of the NJTE is expected to significantly contribute to the dissemination of innovative research findings, fostering a culture of academic excellence and practical innovation within Nigeria's technical education landscape. This initiative not only provides a platform for scholars to share their work but also serves as a repository of knowledge that can drive the nation's technological and vocational advancements.



# NBTE's Innovative Scoring System Advances Ministerial Deliverables

Professor Idris M. Bugaje, the Executive Secretary of the National Board for Technical Education (NBTE), has introduced a groundbreaking initiative to enhance the professional reputation and expertise of NBTE staff. The NBTE Monthly Academic Paper Seminar Presentations, launched in February 2023, provide a platform for staff to showcase their research and academic papers in relevant areas of Technical and Vocational Education and Training (TVET).



This innovative initiative aims to:

- a. Enhance knowledge and expertise
- b. Develop critical thinking skills
- c. Contribute to policy development
- d. Foster professional recognition
- e. Improve communication skills
- f. Provide networking opportunities

Since its inception in April 2022, the Seminar has received an impressive 36 articles from 80 different authors, covering various fields, including science, engineering, technology, and humanities.

The Executive Secretary emphasized the significance of this undertaking, noting that staff regulating institutions must be well-acquainted with the criteria and requirements for academic paper writing and publications. This initiative demonstrates the NBTE's commitment to staff development and its mission to promote excellence in TVET.







# Enhancing Quality through Targeted Visits: QA Missions to Institutions under Polytechnic Programmes Department

The Federal Ministry of Education held a stakeholders' workshop with tertiary institutions, citizens, and stakeholders on the Nigerian Education Sector in line with its Ministerial Deliverables. This event marked the beginning of a renewed partnership between tertiary institutions, stakeholders, and the government, with the Executive Secretary of the National Board for Technical Education (NBTE) playing a pivotal role.

Under the Executive Secretary's leadership, the Board's efforts have led to significant collaborations. The NBTE delegation, represented by Prof. Bugaje's Special Assistant, with Director of Academic Planning, and a Chief Planning Officer, participated in the stakeholders meeting organized by the Minister of Education, Professor Tahir Mamman, and the Minister of State, Honourable Yusuf Sununu.

This meeting was part of the federal government's efforts to deliver on the Presidential Priorities of the Renewed Hope Agenda for 2023-2027. The ministerial deliverables, signed by all Ministers, Ministers of State, and Permanent Secretaries, aim to address pressing challenges and gaps in the education sector.



As directed by President Bola Ahmed Tinubu, every Ministry is mandated to initiate quarterly sessions with citizens to promote transparency, accountability, and partnership. These sessions will enable citizens to contribute to the implementation of the Ministerial deliverables and provide constructive feedback on key areas of interest.

In subsequent quarters, citizens will conduct an independent assessment of the Ministry's performance based on their signed deliverables, presenting their own scorecard for the Ministry. This will serve as the basis for discussions and exchange of ideas.





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# Adopting Digitally Reimagining Infrastructure in Modification of Master Plan Documents for Emerging TVET Institutions

The assessment of physical development master plans for proposed Technical and Vocational Education and Training institutions in Nigeria hitherto done manually has largely undergone significant digital modifications under the purview of the Executive Secretary of the National Board for Technical Education, Prof. Idris M. Bugaje.

The digital modifications from submission to assessment of the physical development masterplan implemented by the Executive Secretary of the National Board for Technical Education (NBTE) have significantly transformed the assessment process for Technical and Vocational Education and Training (TVET) institutions in Nigeria. These digital innovations have streamlined operations and improved the evaluation of the physical development masterplans for proposed institutions.

Key Successes include:

1. **Digital Documentation System:** The transition from paper-based to digital documentation has revolutionized how physical development plans are submitted and evaluated. This has eliminated physical storage constraints and reduced processing time significantly.
2. **Geographic Information System (GIS) Integration:** The integration of GIS technology has enabled precise evaluation of proposed institution locations, considering factors such as: Proximity to existing institutions, Accessibility via transportation networks, Environmental sustainability of selected sites and regional distribution to ensure equitable access to TVET education.
3. **Remote Assessment Capabilities:** The deployment and implementation of digital tools has enabled remote assessments, allowing NBTE officials to conduct preliminary evaluations without physical site visits for every stage of the process, saving time and resources while maintaining standards.
4. **Standardized Evaluation Framework:** Digital platforms have facilitated the creation of standardized assessment templates with clear scoring criteria, ensuring consistency in evaluating physical development master plans across different proposed institutions.
5. **Stakeholder Collaboration Portal:** The development of a digital collaboration platform has improved communication between the NBTE, proposed institution developers, and other stakeholders, enabling real-time feedback and adjustments to physical development plans.



6. *Data Analytics for Decision-Making:* The digital transition has enabled data-driven decision-making through analytics tools that evaluate patterns in successful TVET institutions, informing more effective assessment criteria for new proposals.
7. *Reduced Approval Timeline:* Perhaps most notably, the digital modifications have significantly reduced the approval timeline for qualified institutions, accelerating Nigeria's capacity to establish needed TVET institutions to support workforce development.

These digital transformations represent a forward-thinking approach by the NBTE Executive Secretary to modernize Nigeria's technical education infrastructure assessment process; ultimately contributing to the country's capacity to develop skilled professionals through properly designed and situated TVET institutions. Also, these modifications are largely driven by the need to align practices with evolving technological advancements and policy frameworks, essential for the effective integration of technology in education.

Huge accolades and admiration for Prof. Idris M. Bugaje, for his exemplary leadership in revolutionizing the assessment of physical development master plans for TVET institutions in Nigeria.

The Executive Secretary's visionary deployment of digital technologies has transformed what was once a cumbersome process into an efficient, transparent, and data-driven system. His initiative to integrate Geographic Information Systems, digital documentation frameworks, and remote assessment capabilities has not only streamlined operations but has significantly reduced approval timelines for qualified institutions.

The standardized digital evaluation framework implemented under his guidance ensures consistency and fairness in assessments, while the collaborative stakeholder portal facilitates seamless communication between all parties involved in TVET development.

These technological innovations reflect the Board's commitment to excellence, modernization, and the advancement of technical education in Nigeria. His foresight in leveraging digital solutions positions Nigeria's TVET sector to better respond to the evolving demands of workforce development in the 21st century.

The Executive Secretary's contributions have set a new standard for educational administrative leadership in Nigeria and stand as a testament to what is possible when traditional processes are enhanced through technological innovation.





# Digital Transformation of the NBTE's Quality Assurance Framework Through Technology-Enabled QA

In alignment with the Fourth Industrial Revolution (4IR) and the Federal Government of Nigeria's strategic emphasis on a digitally driven economy, the National Board for Technical Education (NBTE) has embarked on a comprehensive digital transformation initiative. This policy brief outlines the implementation of Technology-Enabled Quality Assurance (TEQA) within Technical and Vocational Education and Training (TVET) institutions. The initiative aims to enhance operational efficiency, reduce costs, and improve the quality of education through digital means.

The rapid advancement of technology and the global shift toward digital economies necessitate a reevaluation of traditional operational methodologies within educational regulatory bodies. Recognizing this imperative, the NBTE has developed a digital platform to facilitate seamless communication and interaction with TVET institutions under its purview. This move is in response to the demands of 4IR and aims to position Nigeria's TVET sector competitively on the global stage.

The initiative significantly reduces the need for on-site visits, thereby alleviating financial pressures on institutions nationwide. Notably, it eliminates the traditional requirement for the submission of Self-Study Questionnaires (SSQs) in hardbound copies, promoting sustainability and efficiency.

Similarly, the operations of the Board have been digitally transformed to allow for remote work and access to institutional submissions. This is aimed at building the resilience of the Board such that, should the need arise, it can function remotely.

Staff of the NBTE have been sensitized on the need to adopt technology in routine operations as well as in quality assurance exercises conducted across TVET institutions.

The initiative was designed to improve the quality assurance process of the Board. It involved the introduction of blended learning, thereby adopting learner-centred teaching and learning practices in Nigeria's TVET sector.

It also promotes environmental sustainability by eliminating the need for physical SSQs, which are usually submitted as printed hard copies and conveyed over long distances. The adoption of e-SSQ promotes sustainability within NBTE and its regulated institutions by reducing the risks and costs associated with travel or courier services.





The initiative enhances both internal and external quality assurance processes for NBTE and the polytechnics. By supporting blended learning, it promotes inclusivity and equal opportunities for all types of learners while also contributing to the greening of campuses.

Furthermore, the initiative improves the delivery of TVET curricula—particularly the practical components—and promotes gender mainstreaming in TVET. It has led to a reduction in the number of personnel required for physical quality assurance exercises by leveraging technology to drive the process, thereby increasing efficiency, reducing costs, and ensuring the safety of personnel due to the security risks associated with travel to certain areas.

In implementing the initiative, NBTE staff were trained. Similarly, over 1,368 TVET staff were trained across the six (6) geopolitical zones of the country. The training took place between May 8, 2023, and August 9, 2023.

#### **Key Features of the Initiative:**

- **Digitalisation of NBTE Operations:** Enables remote work and streamlined digital processes across the Board's activities.
- **Digitization of Quality Assurance Processes:** Replaces manual procedures traditionally conducted during physical visits, enhancing efficiency and effectiveness in quality assessment.
- **Enhanced Monitoring of Practical Components:** Given that 60% to 70% of technology program curricula in TVET institutions are practical in nature, this digital approach addresses the historical neglect of practical training. By leveraging digital tools, NBTE can closely monitor curriculum implementation, ensuring that graduates possess robust practical knowledge.
- **Remote Evaluation of Approval Documents:** Documents such as the Needs Survey, Master Plan, Academic Plan, Bank Guarantee, CAC Certificate, and Certificate of Occupancy can now be remotely evaluated by staff, whether in the office or in the field.
- **Enhanced Document Authentication:** NBTE official documents can now be authenticated using QR codes, eliminating forgery and protecting prospective institutions from being scammed.

This digital transformation aligns with the Federal Government's push towards a digitally driven economy and addresses the demands of the Fourth Industrial Revolution (4IR). By embracing technology, the NBTE is not only enhancing the quality assurance process but also contributing to the broader goal of creating a more efficient, effective, and transparent educational system. For more information on the digitalization efforts and guidelines for Technology-Enabled Quality Assurance, please visit the NBTE's official website.



## **Training of NBTE Staff on the Implementation of the Digital System**



*Cross section of staff during the sensitization on use of technology to drive the quality assurance process.*



## Training of TVET Lecturers on the Implementation of the Digital System



**A. Photos from South-West Zone at The Polytechnic Ibadan**

During the sensitization of staff of TVET institutions from the South-West geopolitical zone on the use of technology to drive quality assurance







## Training of TVET Lecturers on the Implementation of the Digital System



**B. Photos from South-East Zone at Institute of Management and Technology Enugu, Enugu State**

Cross section of participants during the sensitization of staff of TVET institutions from the South-East geopolitical zone on the use of technology to drive quality assurance







## Training of TVET Lecturers on the Implementation of the Digital System



**C. Photos from South-South Zone 1 at Petroleum Training Institute, Warri, Delta State**

Cross section of participants during the sensitization of staff of TVET institutions from the South-South geopolitical zone (Edo and Delta States) on the use of technology to drive quality assurance





## Training of TVET Lecturers on the Implementation of the Digital System



***D. Photos from South-South Zone II at Captain Elechi Amadi Polytechnic Rumuola, Port Harcourt, Rivers State***

Cross section of participants during the sensitization of staff of TVET institutions from the South-South geopolitical zone (Other South-South States) on the use of technology to drive quality assurance







## Training of TVET Lecturers on the Implementation of the Digital System



***E. Photos from North-West Zone at Nigeria Institute of Transport Technology Zaria, Kaduna State***

Cross section of participants during the sensitization of staff of TVET institutions from the North-West geopolitical zone on the use of technology to drive quality assurance





## Training of TVET Lecturers on the Implementation of the Digital System



**F: Photos from North-Central Zone at Federal Polytechnic Nasarawa, Nasarawa State**

Cross section of participants during the sensitization of staff of TVET institutions from the North-Central geopolitical zone on the use of technology to drive quality assurance







## Training of TVET Lecturers on the Implementation of the Digital System

North East  
Geopolitical Zone

BAUCHI

**G. Photos from North-East Zone at Federal Polytechnic Bauchi, Bauchi State**

Cross section of participants during the sensitization of staff of TVET institutions from the North-East geopolitical zone on the use of technology to drive quality assurance



A large graphic of a white gear-like border is centered on the page. Inside this border, the text 'COLLABORATION AND PARTNERSHIP' is written in a bold, yellow-green font. The background of the entire page is a grayscale image of several hands of different skin tones clasped together in a circle, symbolizing teamwork and collaboration.

# **COLLABORATION AND PARTNERSHIP**





# Preamble

As the Executive Secretary of the NBTE Prof. Idris M. Bugaje has fostered strategic collaborations and partnerships to enhance the quality and relevance of TVET in Nigeria. Through these initiatives, Prof. Bugaje's leadership has positioned NBTE as a hub for collaboration and partnership, driving innovation and enhancing the quality and relevance of TVET in Nigeria. His initiatives have set a new standard for educational administrative leadership, promoting synergy and excellence in TVET.

## **Under his leadership, NBTE has embarked on several key initiatives.**

One notable initiative is the integration of crop and livestock farming in TVET institutions, achieved through collaboration with the Federal Ministry of Livestock Development, China Gezhouba Group Corporation (CGGC), and other stakeholders. This initiative enhances practical teaching, research, and revenue generation. Additionally, the Executive Secretary facilitated a UNESCO grant to support the formal and informal agro-processing sectors in Kano State, focusing on certification, reskilling, and quality assurance through the UNESCO BEAR III Project.

Furthermore, NBTE has partnered with the National Youth Service Corps (NYSC) to enhance corps mobilization processes. This partnership led to the revision of Mandatory Industrial Training (MIT) duration and the introduction of a Completion Certificate for MIT. Under Prof. Bugaje's leadership, NBTE also achieved significant milestones in the Students Industrial Work Experience Scheme (SIWES), including vetting and processing of master and placement lists, verification exercises, and introduction of a unified certificate for ND graduates.

NBTE has also explored international collaborations, participating in the Paris International Agricultural Show (PIAS) to identify opportunities for collaboration and knowledge sharing with international stakeholders. Moreover, the Board signed a Memorandum of Understanding (MoU) with WhiteCloud TVET Solutions to introduce Soldamatic Augmented Welding Reality Training Technology, bridging Nigeria's welding skills gap. Another notable collaboration is the Autogas vehicle training with NDA and ICE Hub Technology, equipping stakeholders with skills in Autogas vehicle conversion and maintenance in support of Nigeria's Presidential CNG Initiative.



# Integrated Agritech Collaboration: NBTE, FMLD, FMRD, and CGGC Join Forces on Crop-Livestock TVET Projects

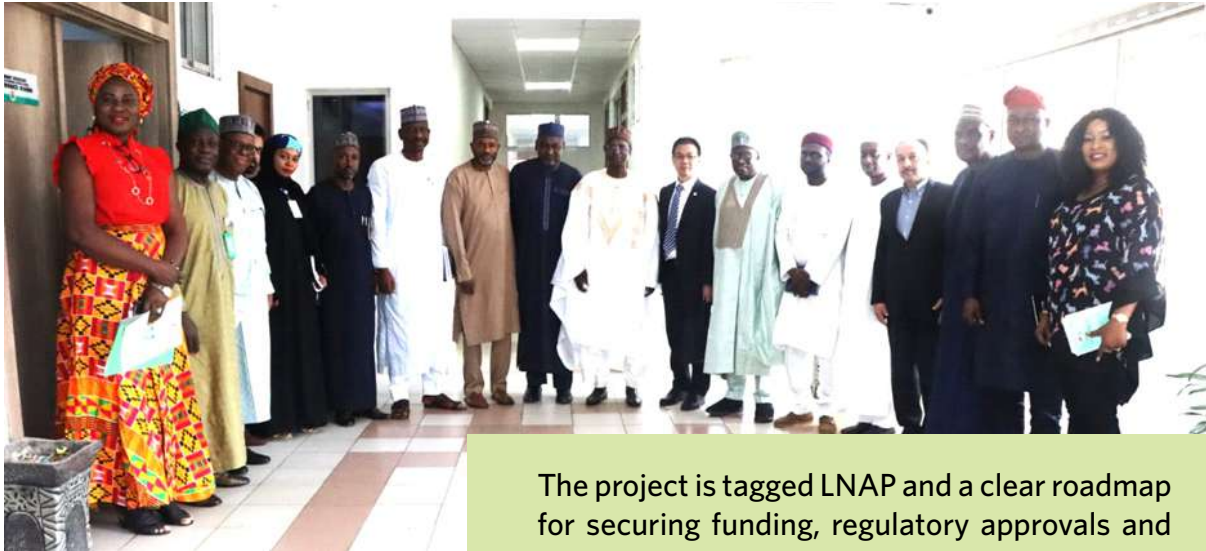


*C-L: HMFMLD (Alhaji Idi Mukhtar Maiha), ES NBTE (Prof IM Bugaje), MD GHAS (Dr Usman Bappa Abdullahi), MD HYPETRECH Nigeria Ltd (Dr. Muhammad Mustapha), Special Assistant to the ES NBTE (Prof. Diya'uddeen Basheer Hasan), MD CGGC (Mr Yi Xiangbin), Chairman, Tech India Ltd (Dr S Hassan), Director, NEPAD (Mrs Agymi A Ibrahim)*



On the 7th February 2025, NBTE Executive Secretary met with the Honorable Minister of Livestock Development, Alhaji Idi Mukhtar Maiha, and other key stakeholders at the office of the Honorable Minister at Secretary to the Government of Federation Complex. Prof Bugaje walked the talk in his bid of seeing TVET Tertiary Institutions leverage on their farmlands to integrate crop and livestock farming with a view to address food security challenges within technical institutions, enhance practical teaching and research, and generate internally generated revenue (IGR) through domestic and export markets.





The project is tagged LNAP and a clear roadmap for securing funding, regulatory approvals and successful implementation of the project was outlined at the meeting. The Project represents a transformative initiative to elevate Nigeria's livestock industry. By integrating regional development strategies and collaborating with global research institutions such as the China National Engineering Research Center of Juncao Technology, the project will foster sustainable growth, enhance food security, and drive economic diversification in Nigeria.



The stakeholders in attendance included China Gezhouba Group Corporation (CGGC) of China, Tech India, New Partnership for Africa's Development, (NEPAD), L PRES, GHAS, among others. Key takeaways from the meeting included initiating the development of a strategic framework for optimizing institutional farmlands for agricultural production, processing, and export to target markets and engagement of investors and financiers, and formation of a Technical Working Group (TWG) by the Honourable Minister with mandate to oversee planning and execution. The Team is headed by the Special Assistant to the Executive Secretary, Prof Diya'uddeen Basheer Hasan.





# SKILLS EXPORT: Collaboration With ERYK Under The Nigerian Youth Skills Empowerment Programme (NYSE)



A strategic bilateral partnership with ERYK Group of Denmark and Poland, has pioneered skills-export initiative captioned, Nigerian Youth Skills Empowerment Programme (NYSE), that allows Nigerian Polytechnic graduates attain further skills training in Europe and engagement in European industries at the end of the training. The partnership was formalised through the signing of a Memorandum of Understanding (MoU) between NBTE and ERYK, represented by its President, Mr. Jens-Christian Moller, and senior executives (Figure A).

This initiative represents a paradigm shift in Nigeria's Technical and Vocational Education and Training (TVET) development framework, advancing the nation's position as a reliable global supplier of certified technical manpower. Through this collaboration, 50 Nigerian TVET graduates have been deployed by ERYK to Denmark and Poland for a two year paid, industry-aligned apprenticeship programme and the target is extend it to 1000 holders of National Diploma in Electrical Engineering in the coming years.

## Strategic Institutional Engagement

Subsequent to the MoU signing, a series of high-level ministerial engagements were convened, including a strategic session Chaired by the Honourable Minister of Education, Dr. Tunji Alausa, the Minister of State for Education, Prof Suwaiba Said, NBTE leadership, senior ministry officials, and ERYK Group executives (Figure B). These engagements produced key operational directives to accelerate the programme scale-up, deepen cross-sectoral integration, and embed international labour mobility within Nigeria's human capital development strategy.





### **Strategic Rationale and National Benefits**

The NYSE-II model provides a sustainable international employment pipeline for Nigerian TVET graduates by aligning domestic technical competencies with European industry standards. Its strategic benefits include:

1. Direct Youth Employment Corridor where the program facilitates structured overseas employment opportunities for Nigerian youths.
2. Technology and Knowledge Transfer as Returning apprentices will introduce cutting-edge technical expertise, global work ethics, and industry-standard certifications into the Nigerian industrial ecosystem, driving productivity, innovation, and operational excellence.
3. Reputation Leverage – Positioning Nigeria as a dependable exporter of globally certified technical manpower, enhancing the country's credibility and competitiveness in the international labour market.

### **Programme Achievements to Date**

1. Deployment of Fifty (50) National Diploma (ND) graduates from NATE-accredited TVET institutions to Poland and Denmark for a structured two-year apprenticeship, starting with the initial 27 during the launching of the programme (Figure C).
2. Strategic Scale-Up Target: NBTE and ERYK have set a 10-year deployment goal of 1,000 skilled Nigerian youthsto Europe, anchored on the NYSE-II framework.
3. Curriculum Review: In 2024, NBTE conducted a comprehensive review and upgrade of the national Electrical Engineering Technology curriculum, harmonising it with European competency frameworks to ensure Nigerian graduates consistently meet or exceed global performance benchmarks.
4. Dual-Location Training Model: Plans are underway for a split-training system in which apprentices complete Year One in Nigeria via NATE-accredited training centres before transitioning to Year Two in European partner industries.





### **Selection and Quality Assurance Framework**

NBTE applies a multi-tiered selection, screening, and vetting protocol aligned with ERYK Group's stringent international recruitment and performance standards. This includes: Academic Competency Validation, Technical Aptitude Assessment which is benchmarked against European occupational standards, and behavioral and Work Ethic Evaluation Impact Outlook

The NBTE-ERYK collaboration has been recognised as one of Africa's most structured and institutionally anchored skills-export frameworks. It aligns seamlessly with the Federal Government's TVET Reform and Employment Policy Agenda, which seeks to enhance relevance, adaptability, and global integration of Nigeria's technical manpower. The initiative is expected to strengthen Nigeria's industrial productivity base, expand international labour market share for Nigerian skilled workers, and establish NBTE as the continental benchmark for skills export policy design and execution. Similar collaborations with other global partners is welcome, especially from, Canada, Europe and the Middle-East.



# UNESCO BEAR III Project: Facilitating Grants for Agro-Processing Sectors in Kano State

Professor Idris M. Bugaje, the Executive Secretary of the National Board for Technical Education (NBTE), has been driving the Board's mandate forward with significant efforts. One such initiative is BEAR III Project grant intervention in the Agro-processing sector.

The benefits of the grant included facilitating the certification of the informal sector, reskilling existing apprenticeships through training programs, identifying skills gaps for additional National Occupational Standards (NOS), developing a pool of Quality Assurance manpower in the agricultural sector, and providing input to

enhance equipment fabrication for utilization in the agro-processing sector.

In this regard, the ES directed for a visitation to formal and informal agro-processing sectors in Kano State as part of the BEAR III preparatory visit between March 15-16, 2024. Here, formal and informal Sectors of the state were visited with view to identifying challenges and contributions of these establishments to the agro-processing value

chain.

The report served as guide for the preparatory visit by the UNESCO BEAR III Project, led by the Regional Coordinator Dr. Josh Manish.





# Strengthening Corps Mobilisation: NBTE-NYSC Strategic Partnership on Graduate Deployment Systems

In a remarkable display of synergy between the National Board for Technical Education (NBTE), Corps Producing Institutions, including polytechnics and monotechnics, and the National Youth Service Corps (NYSC), significant strides are being made to enhance corps mobilisation process. This collaboration aligns with the mandate of the NBTE to uplift technical and vocational education and is a crucial initiative promoted by the Executive Secretary.

The recent activities undertaken by the NBTE are centered on optimizing the mobilisation of graduates for national service, ensuring they are well-prepared to contribute meaningfully to the economy upon completion of their training. As part of this initiative, the duration of

Mandatory Industrial Training IT has been revised from twelve months to nine months. This adjustment allows graduates to engage more effectively with hands-on experiences that better equip them with relevant skills and industry knowledge.

Furthermore, the introduction of a Completion Certificate for Mandatory Industrial Training IT is a landmark development that serves multiple purposes. Not only facilitate the fulfillment of the one-year IT requirement for National Diploma ND graduates, but it also creates a pathway for those seeking admission into Higher National Diploma HND programs. This certificate plays a critical role in the NYSC mobilization process, ensuring that graduates present verifiable evidence of their

industrial training to the NYSC.

To improve security and prevent forgery Certificate for Mandatory IT, the Board has directed all TVET institutions to upload the details of their SIWES Directors and Coordinators onto the NYSC portal. This initiative seeks to simplify the verification process and eliminate bottlenecks that hinder timely mobilisation.

As the NYSC prepares for the mobilization of Batch 'C' stream II, the representative of the Executive Secretary, Dauda Mohammed Baba Halah, the NBTE's NYSC Desk officer, in the Pre-Mobilization workshop organized by NYSC at Gwarimpa, Abuja, on September 15, 2024, signifies a strong commitment to equipping future corps members for national development.





*Pix X: Group Photograph of the Batch 'C' Stream II Pre-Mobilization workshop participants in Abuja, 12 November, 2024*

However, a sensitisation workshop has been proposed and is scheduled to take place in the first quarter of 2025, aimed at addressing existing challenges in the mobilization process.

This workshop will serve as a platform for stakeholders such as NYSC, JAMB, ITF, and CPLs to engage in meaningful dialogue concerning the mobilization of graduates, ensuring that concerns are

addressed and best practices disseminated. The workshop is part of the Board's efforts to strengthen the partnership with relevant stakeholders and improve collaboration in achieving shared objectives.

The collaborative efforts between the NBTE, NYSC, and Corps Producing Institutions signify a forward-thinking approach in enhancing the technical competencies of Nigerian

youth, paving the way for a more skilled and self-reliant generation capable of driving innovation and development in diverse sectors across the country. As these initiatives unfold, the hope is for graduates to emerge from the NYSC program better prepared to face the challenges of the modern workforce and contribute positively to society.



# Advancing Industrial Skills: Major Milestones in SIWES Under Prof. Idris M. Bugaje's Leadership

The National Board for Technical Education NBTE, under the dynamic leadership of its Executive Secretary, Prof. Idris M. Bugaje, has recorded significant achievements in the administration and execution of the Students Industrial Work Experience Scheme SIWES. These achievements have reinforced the Board's commitment to enhancing industrial training and skill acquisition for students in technical and vocational education institutions.

The NBTE, through its SIWES unit, has successfully vetted, processed, and submitted over 180 master and placement lists to the Industrial Training Fund ITF headquarters in Jos. This streamlined approach has ensured the timely and accurate placement of students in various industries, facilitating a smooth and effective industrial training process.

A comprehensive verification exercise was carried out to ensure that all institutions under the purview of the NBTE adhere to SIWES guidelines. This meticulous exercise has strengthened compliance and efficiency, thereby promoting consistency and quality in industrial training engagements across the country.

In line with NBTE's commitment to upholding excellence, the Board conducted an extensive review of the ITF Information and Guide Revised 2025 edition. The updated document, which incorporates all approved institutions and courses, has been submitted to the ITF for publication. This revision

ensures that all stakeholders remain well-informed about current industrial training policies and expectations.

A significant policy development spearheaded by the NBTE is the introduction of a unified certificate for the mandatory one-year industrial training for National Diploma ND graduates. This certificate serves as a crucial requirement for Higher National Diploma HND admission and National Youth Service Corps NYSC mobilization. It guarantees that ND graduates acquire essential discipline-specific skills before advancing their careers or further education.

The year 2024 marked a historic milestone in the SIWES program, with over 200 institutions actively participating—an impressive surge from the previous decade's record of fewer than 50 institutions. This substantial growth underscores the expanding reach and impact of SIWES, a program designed to provide students with invaluable hands-on experience, equipping them with the skills required to excel in their respective industries.

Under the visionary leadership of Prof. Idris Bugaje, NBTE continues to set new standards in industrial training, ensuring that students receive top-tier practical education that enhances their skills and employability. These achievements highlight the Board's steady commitment to strengthening technical and vocational education in Nigeria.



# International Visibility: NBTE Showcases Nigerian Innovation at Paris International Agricultural Show

The National Board for Technical Education (NBTE) participated in the 60th Paris International Agricultural Show (PIAS) from February 26th to March 1st, 2024. This prestigious event is one of the largest agricultural shows globally, and Nigeria's debut participation marked a significant milestone.

Nigeria showcased its rich agricultural heritage with a dedicated pavilion themed "Pride of Nigeria." Samaila Tanko and Bilkisu Salihijo Ahmad represented NBTE at the event.

The participation was facilitated by the French Embassy in Nigeria, in recognition of NBTE's contributions to the Women in Agricultural Technical Education and Apprenticeship (WATEA) Project. The team engaged in discussions with companies, government officials, and visited the Brettoneri Agricultural School, exploring opportunities for collaboration and knowledge sharing.

The key outcomes of the visit are:

1. The discussions held with Nigerian companies, including BUA Group and L&Z Integrated Farm Kano, on potential collaborations in TVET training, focusing on

- cement technology and animal husbandry.

2. Industrial Training opportunities exploring as the team compared notes with the Brettoneri Agricultural School, which offers technician, apprenticeship, and skills training in areas like animal husbandry and horticulture, and made recommendations for Nigerian colleges.

3. Potential sourcing of support from the French Government where the team met with the French Minister of Agriculture, who expressed willingness to support Nigeria's agricultural sector and TVET development.

NBTE's participation in the show marked a significant step in fostering international collaborations and enhancing TVET in Nigeria's agricultural sector.







# NBTE Signs MOU with Whitecloud TVET Solutions to Bridge Skill Gaps in Welding



*Photo of ES NBTE, Prof. Idris M. Bugaje, and Mr. Netufo Jasper Ranti, Chairman of Whitecloud TVET Solutions Ltd., at the MoU signing*

*Whitecloud staff demonstrating Soldamatic Augmented Reality Welding Training*



On November 19, 2024, the National Board for Technical Education (NBTE) and WhiteCloud TVET Solutions Limited signed a Memorandum of Understanding (MoU) to bridge Nigeria's welding skills gap.

This partnership introduces Soldamatic Augmented Welding Reality Training Technology into selected TVET institutions, reducing training costs and enhancing hands-on learning.

NBTE Executive Secretary emphasized welding's role in technical education, highlighting its potential for global job opportunities. This initiative aligns with the government's TVET rebranding strategy, ensuring early skill acquisition and strengthening Nigeria's workforce for industrial development.



# NBTE-NDA-ICE Hub Collaborate to Expand CNG Training Programmes Across TVET Institutions



*Participants with the ES NBTE during the opening ceremony at NDA Kaduna*

From January 27 to 31, 2025, NBTE, in collaboration with NDA's Centre for Innovation and Creativity (CINOCRE) and ICE Hub Technology, organized a five-day training on Autogas vehicle conversion and maintenance. The programme equipped

stakeholders—technicians, artisans, and educators—with skills in converting vehicles to run on Compressed Natural Gas (CNG), supporting Nigeria's Presidential CNG Initiative.

NBTE's Executive Secretary highlighted CNG's safety and

environmental benefits, while NDA's Provost, Prof. Isah Garba, emphasized its cost-effectiveness. Participants, including mechanics and lecturers, praised the initiative for addressing the skill gap in CNG technology.

*Group photo of the participants with the Commandant NDA during the Closing ceremony at NDA Kaduna*





烟台职业学院  
YANTAI VOCATIONAL COLLEGE

## **INTERNATIONAL LINKAGES AND ENGAGEMENTS**





# Preamble

Under the leadership of Prof. Idris M. Bugaje, the NBTE has made significant strides in strengthening international partnerships and collaborations. A key highlight is the launch of the Nigeria National Occupational Standards (NOS) Development Project with the China-Vocational Education Alliance (CAVEA), aimed at advancing vocational education and training standards in Nigeria. This project involved the participation of several Chinese institutions and marked a significant milestone in the ongoing collaboration between NBTE and CAVEA.

The NBTE has also facilitated foreign training for TVET lecturers through a capacity-building program in China, enabling them to acquire advanced technical knowledge and innovative teaching techniques. This initiative is part of the ongoing bilateral cooperation between NBTE and CAVEA in educational programs and curriculum development. Furthermore, the NBTE has collaborated with the Hebei Institute of Machinery and Electrical Technology (HIMET) to explore potential areas of further collaboration and adopt best practices in TVET.

In addition, the NBTE hosted delegates from CAVEA and participated in seminars sponsored by the Republic of China, focusing on digital transformation, vocational administration, and emerging technologies. Notably, the Executive Secretary's leadership played a crucial role in guiding Nigeria's membership application to WorldSkills International (WSI), positioning the country to elevate its TVET standards to global benchmarks. These international linkages and engagements have not only enhanced the quality of TVET in Nigeria but also strengthened the country's global competitiveness.

Through these efforts, the Board has demonstrated a commitment to international collaboration and knowledge sharing, driving innovation and excellence in TVET. The NBTE's partnerships with international institutions have set a new standard for educational administrative leadership, promoting synergy and excellence in TVET.



# Developing National Occupational Standards: NBTE-CAVEA Joint Initiative Targets Strategic Sectors



The Executive Secretary represented by his Special Assistant honored the invitation of CIIC International Education Technology (Beijing) Co., Ltd. to attend the launching of the Nigeria National Occupational Standards (NOS) Development Project and the authorization ceremony at Yantai Vocational College, Yantai City, Shandong Province, China.

Institutions involved in the Nigeria National Occupational Standard Development Project

included: Yantai Vocational College, Hebei Institute of Mechanical and Electrical Technology, Chongqing Jianzhu College, Hebei Construction Material Vocational and Technical College, ChongYang County Medium Vocational-Technical School, Huadian Vocational Education Center, Gansu Institute of Mechanical and Electrical Engineering, Changying Institute of Technology, Hubei Railway Transport Vocational College, and Heze Medical College.



The event represents a significant milestone in the ongoing collaboration between the NBTE and the China-Vocational Education Alliance (CAVEA) and underscored the importance of international partnerships in advancing vocational education and training (TVET) standards.

During the visit, the SA engaged in a series of meaningful interactions with Chinese counterparts, exploring areas of mutual interest and potential collaboration.

Similarly, the discussions with the Vice Mayor of Yantai which bordered on the project's timeline, collaboration frameworks between Nigeria and China, and the roles of stakeholders and the formal ceremonies at Yantai Vocational College emphasized the shared commitment to enhancing educational frameworks and fostering economic development through skill enhancement.

Discussions with Honorable Mr. Zhang Zhixin, the Vice Mayor of Yantai and other dignitaries

The ceremony included speeches highlighting the importance of occupational standards for economic development, skill enhancement, and global partnerships in vocational education and training. The event also featured:

1. Signing of an MoU between Yantai Vocational College and China-Vocational Education Alliance (CAVEA).
2. Awarding ceremony of the Nigerian National Occupational Standards Development Project.
3. Unveiling ceremony.







Figure X: (a) The SA delivering ES Remarks at the Launch of the Nigeria National Occupational Standards Development Project Authorization Ceremony (b & c) Letter of Authorization for Handover of Professional Standard Development Project by the SA to the CAVEA Secretary General Duan Xiaofei, (d) Signing ceremony of MoU between Yantai Vocational College and China-Vocational Education Alliance (CAVEA), (e) The Unveiling ceremony of the Nigerian National Occupational Standards Development Project



# NBTE Conducts Facility Tour of Yantai Vocational College, China to seek Adopting Global Best Practices



The tour of Yantai Vocational College and other participating institutions showcased the diverse capabilities and innovative approaches in vocational education within China. These experiences will undoubtedly enrich the knowledge base and pedagogical practices of the Nigerian academic staff, who will return with enhanced skills and perspectives.

Overall, the visit not only strengthened the bilateral ties between Nigeria and China but also set the stage for future collaborations that will benefit the vocational education landscape in both countries. The successful execution of the program and the hospitality extended by CIIC International Education Technology (Beijing) Co., Ltd. exemplify the spirit of cooperation and mutual respect that underpins this partnership.



*Figure X: Facility Tour of Yantai Vocational College*





# NBTE Facilitates Foreign Training for Lecturers and Instructors for Upskilling TVET Workforce

As part of efforts to strengthen TVET education in Nigeria, five Teachers from three institutions participated in the 2024 Nigerian Teachers Capacity Building Program in China from 6th May to 7th July, 2024. Organized by NBTE, the program aimed to enhance technical knowledge, teaching methodologies, and foster international collaboration.

Based on the solid foundation laid for ongoing collaboration and exchange between NBTE and its Chinese counterparts, five academic staff from three different Nigerian polytechnics, namely: Toyeebah Folake Olatinwo, Amos Oloruntobi Alade, Kabiru Akinbiyi Akintoye, Folakemi Olusola Kum, and Godwin Titus Yilleng, participate in a 63-day and 89-day teaching exchange programs in China.

This visit is part of the ongoing bilateral cooperation between the National Board for Technical Education (NBTE) and the China-Vocational Education Alliance (CAVEA) in educational programs and curriculum development. A Memorandum of Understanding (MoU) was signed between the two bodies, and some staff of the NBTE participated in the 2023 Silk Road Education, Cooperation, and Exchange Conference.

The purpose of the program is to enable future vocational education trainers to familiarize themselves with the Technical and Vocational Education and Training (TVET)

context and acquire the necessary knowledge, teaching, and technical skills in their respective disciplines. It also aims to promote cultural and educational exchange between China and Nigeria and deepen the friendship between the two countries. CIIC is responsible for providing diverse and practical teaching activities for the Nigerian staff and offering them sufficient learning and growth opportunities during their stay from April to June 2024.

The initiative provided exposure to advanced technology and innovative teaching techniques, broadening participants' perspectives on TVET education. This collaboration strengthens Nigeria-China relations and reinforces NBTE's commitment to professional development, paving the way for future innovations in Nigeria's TVET sector.



Figure X: General group picture with staff of Nigeria Polytechnics who benefited from the NBTE-CAVEA Collaboration with some Chinese dignitaries during opening ceremony for Capacity Building Program for TVET Teachers in Nigeria 28th April, 2024 at Yantai China





# Strengthening Sino-Nigerian Ties: NBTE-HIMET Collaboration on Machinery and Electrical Technology



A meeting was held with the management of Hebei Institute of Machinery and Electrical Technology (HIMET), led by the Director of the International Exchange Office. The meeting at the Hebei Institute of Machinery and Electrical Technology (HIMET) facilitated in-depth discussions on the current state and future directions of TVET. The discussions covered the TVET activities of the institute and the mandate of NBTE, focusing on potential areas of further collaboration.

On research areas, faculty members explained some high level research activities which included the application of liquid curing agents in sodium glass sand, development of low-temperature resistant ductile iron wind power generation castings, new tempering processes of 2Cr13 steel, development of HT-9 (digital) weld flaw detector, and the GZU12B steel cold rolling and twisting unit.



Figure X: Discussions with the management of Hebei Institute of Machinery and Electrical Technology,





A number of departments were visited which included Materials Forming and Control Technology Unit equipped with digital forming and 3D printing facilities, metal-materials testing equipment, a Welding Technology and Automation section, and a Construction Engineering

Technology section. Other training rooms visited included metallographic analysis, chemical analysis, modeling materials, mechanical properties, material molding CAE simulation, welding, and heat treatment centers.



*Figure : Paper presentation at the Hebei Institute of Machinery and Electrical Technology,*



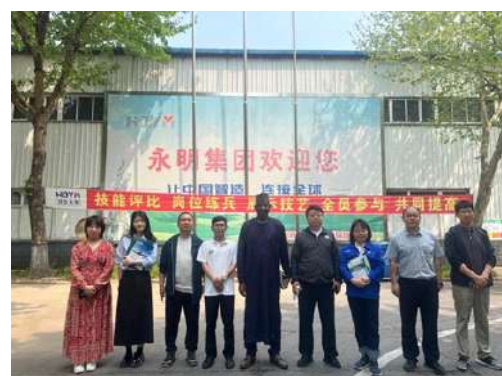


# Strategic Industry Engagement: NBTE Visits Yongming Geological Engineering Machinery Co., Ltd.



A facility tour was conducted at Yongming Geological Engineering Machinery Co., Ltd., a company founded in 2000 with over 850 sets of various processing equipment, more than 600 employees, and numerous branches. The company adheres to the ISO 9001:2015 international quality standard system and API Spec Q1 quality specification for manufacturing and inspection.

The management highlighted their extensive domestic and international customer base, as well as their achievements in technology research and development. The company visit to Yongming Geological Engineering Machinery Co., Ltd. provided insights into the integration of advanced technologies and quality standards in vocational training, further reinforcing the potential for adopting best practices in Nigerian institutions.







# China's CAVEA Team Visits NBTE and Seek Expanding Multilateral Cooperation

In May 2024, the National Board for Technical Education (NBTE) hosted delegates from the China-Africa Vocational Education Alliance (CAVEA) during their visit to Nigeria from the 13th to the 22nd. The hosting took place at both the NBTE Southwest Zonal Office in Lagos State and the headquarters in Kaduna State. This visit was part of a broader collaboration aimed at enhancing Technical and Vocational Education and Training (TVET) in Nigeria. In October 2023, NBTE and CAVEA signed a Memorandum of Understanding (MoU) to review and develop occupational standards, curricula, and training materials, thereby improving TVET programmes. The partnership also focuses on implementing capacity-building projects and strengthening institutional relationships between China and Nigeria through joint development projects and trainee exchanges.

*Mr. Ayo Aroge, the Zonal Director for the South West, hosted the Chinese delegates at the NBTE South West Zonal Office.*





# NBTE-China Bilateral Training and Seminars for Capacity Building

The NBTE 4 Staff Seminar Training, sponsored by the Republic of China and the Ministry of Commerce, was organized by Huawei Technologies Limited following the MoU signed on 11th August, 2023. The program aimed to enhance vocational education and digital transformation in developing countries.

Key seminars included:

- Virtual Reality Technology in Vocational Education (May 15-28, 2024, Ningbo Polytechnic, Shanghai)

- Digitalization for Vocational Education
- Cloud Computing and Big Data for Belt and Road Countries
- Vocational Administration for Belt and Road Countries (May 7-21, 2024, Beijing)

These seminars provided a platform for knowledge exchange and international collaboration in vocational and technical education.



Group photo from the closing ceremony of the Virtual Reality Technology Seminar, featuring NBTE staff Engr. Bashir Datti (1st left, seated) and Dr. Zakari Abdullahi (6th left, seated)



# Nigeria Joins WorldSkills International: Elevating National Competitiveness in Global Skills Arena

For over a decade, Nigeria aspired to become an active member of WorldSkills International (WSI), but progress was slow due to various challenges. However, under the dynamic leadership of Professor Idris M. Bugaje, the Executive Secretary of the National Board for Technical Education (NBTE), Nigeria has made a significant breakthrough and now a member of the WorldSkills International (WSI).

In 2024, under the focused and concerted effort of the Board, Nigeria's application for WSI membership was successfully compiled and submitted, leading to its official approval and induction into the WorldSkills community. Nigerian delegates participated in WorldSkills Lyon 2024, where the

country received its associate membership certificate on the international stage—a proud moment that marked Nigeria's entry into the global skills development arena.

This achievement is a result of the strategic efforts led by the WorldSkills Nigeria Project Team, including the constitution of a multi-disciplinary team, engagement with international partners like WorldSkills Italy and Germany, and the drafting of a comprehensive five-year strategic plan (2025-2029).

With a renewed focus on capacity building, industry collaboration, and national awareness, WorldSkills Nigeria is now positioned to elevate the country's technical and vocational

education and training (TVET) standards to meet global benchmarks. The road ahead includes launching a national skills competition, establishing regional training centers, and promoting emerging skills such as robotics and renewable energy.

Thanks to the vision and commitment of the NBTE, Nigeria is no longer on the sidelines but is now an active player in shaping the future of skills excellence globally.





A large, white, teeth-like border surrounds the central text, resembling a gear or a saw blade.

# **TVET PROMOTION AND ADVOCACY**



# Preamble

Prof. Idris M. Bugaje has been instrumental and has demonstrated a strong commitment in promoting TVET and skills development in Nigeria, enhancing the country's global competitiveness and contributing to national development. His initiatives have set a new standard for TVET promotion and advocacy, driving innovation and excellence in the sector.

Key initiatives include facilitating a landmark workshop on Recognition of Prior Learning (RPL) in collaboration with the Sub-Saharan Africa Skills and Apprenticeship Stakeholders Network (SASASNET) and the Tertiary Education Trust Fund (TETFUND). This workshop trained RPL Quality Assurance Assessors, enabling the verification of candidates' skills and competencies.

The Board has also promoted skills development through certification and the remodeling of Panteka Market, a major informal technology hub in Africa. The market has been formalized as a training center, providing apprentices with opportunities to acquire the Nigerian Skills Qualification Framework (NSQF) certification. This initiative has strengthened the country's TVET sector and positioned Nigeria's artisans for global competitiveness.

Additionally, the Executive Secretary has delivered presentations and participated in workshops, highlighting the importance of optimizing technical education for national development. He has also facilitated partnerships with international organizations, such as the China-Africa Vocational Education Alliance, to promote skills development and collaboration. The establishment of the Nigeria Polytechnics Foundation (NIPOF) under his leadership aims to drive innovation, research, and skills development across Nigerian polytechnics.



# SASASNET-NBTE-TETFund Synergy: Training of RPL Quality Assurance Assessors Facilitated by Prof. Bugaje

As the Continental Chairman of the Sub-Saharan Africa Skills and Apprenticeship Stakeholders Network (SASASNET), Prof. Idris M. Bugaje has played a pivotal role in promoting skills development and quality apprenticeship systems across sub-Saharan Africa. SASASNET, comprising 43 African countries, aims to align vocational education with labor market needs and the African Union's Agenda 2063.

The Board facilitated a landmark workshop that trained RPL Quality Assurance Assessors for the first time in Nigeria. The five-day Train-the-Trainer Workshop on Recognition of Prior Learning (RPL), funded by the Tertiary Education Trust Fund (TETFUND) and organized in partnership with the National Board for Technical Education (NBTE), took place in Abuja from April 14-18, 2025.

In his opening remarks, the Executive Secretary highlighted the significance of RPL,

particularly in Nigeria's informal economy. Mrs. Nabila Muhamed, Technical Assistant to the Federal Minister of Education, welcomed participants and expressed the government's commitment to revolutionizing skills development in Nigeria.

The workshop brought together policymakers, trainers, and quality assurance managers from across Nigeria, representing various stakeholders. Expert resource persons, including Hon. Ousman Sillah, Secretary General of SASASNET, Dr. Kaylash Allgoo, and Architect Nyamai Wambua, contributed to the workshop's success.

The training is crucial in the TVET sector, ensuring that prior learning experiences are accurately assessed and recognized. This enables assessors to verify candidates' skills and competencies, support lifelong learning, and facilitate career progression and continuous skill development.



*L-R: Prof. Diya'uddeen Basheer Hasan, Special Assistant to Executive Secretary (ES) of NBTE, Dr. Kaylash Allgoo, SASASNET Country Focal Person for Mauritius, Prof. Idris M. Bugaje, Executive the ES of NBTE and Continental Chairperson of SASANET, Hon. Ousman Sillah, Secretary General of SASANET and Rapporteur General of the training workshop and Mr. Pascal Durand, Technical Assistant from the Agence Française de Développement (AFD) of the French Government supporting NBTE and SASASNET Secretariat in Abuja, Nigeria, at the official opening ceremony of the five-day Train-the-Trainer Workshop on RPL in Abuja, Nigeria from 14 - 18 April 2025.*





*Group photo of participants attending the SASANET-NBTE five-day Train-the-Trainer Workshop on RPL in Abuja, Nigeria from 14 – 18 April 2025.*



# Prof. Bugaje Champions Certification and Skills Formalisation for Artisans by Revamping Panteka Old Market

In 2021, Prof Idris M. Bugaje, while Rector of Kaduna Polytechnic, initiated skills and innovative programs with the vision of uplifting the people and building a good future for them. In this regard, he facilitated Old Panteka Market to enter into a Memorandum of Understanding (MoU) with the Institution to formalize skills training within the market, with some apprentices graduating since then till date.

Panteka is a market considered as the largest informal technology hub in Africa that accommodates approximately 38,000 artisans and apprentices that are undergoing training in various skills. Even its equivalent in Kenya and Tanzania, the 'Jua Kali', counts their members in single-digit thousands. This highlights the market's significance as the largest informal technology hub in Africa.

The Panteka Market evolved from clusters of artisans and apprentices, mostly in the business of trading in used metals. But it is also the go-to place for artisans like electricians, plumbers, masons, painters, mechanics and many of such. However, the remodelled market, a joint initiative of the Kaduna State government and the Old Panteka Market Development Association (OPMDA), is poised to bring a new definition to 'up-skilling'.

NBTE's focus on skills development in Nigeria has led to an increase in the number of Quality Assurance (QA) and trades assessors in the country. Nigeria and China have collaborated in promoting skills, with the NBTE at the forefront of this initiative. The signing of the China-Africa Vocational Education Alliance memorandum of understanding in October 2023 has spurred the NBTE's efforts to adopt the Chinese skills development concept. This mission aligns with the NBTE's vision of leveraging local artisans and exporting skills services for the benefit of Nigerian economy. The NBTE is collaborating with foreign and African countries on vocational training and employment in promoting initiatives. The NBTE is currently working with Morocco to train and retrain Nigerian artisans.

As ES of NBTE, and to attain his vision of equipping millions of Nigerian youths with employment opportunities through skills both in Nigeria and abroad, Prof Bugaje facilitated after fulfilling requirements granting Panteka status of a full-fledged Training Centre which through application of the Recognition of Prior Learning (RPL) more of their apprentices will get certified.

This initiative has berthed the formalization of training acquired at Panteka Market. Under this arrangement, graduates of Panteka would acquire the Nigerian Skills Qualification Framework (NSQF) which can easily get them jobs locally and abroad. This also allows for trainees to key into the National Skills Qualification Framework that was approved by the Federal Government of Nigeria and coordinated by the National Board for Technical Education.





The Panteka Market is remodeled to become a technology hub of repute courtesy of KDSG under Sen Uba Sani remodelling. The state government constructed a clinic, fire station, outdoor public toilets, incinerators, two transformers, security posts, places of worship, and ICT Center in the remodelled market located in Tudun Wada, Kaduna. The market now boasts of a Tetfund-built Skill Center, to provide training and retraining opportunities for artisans from across Africa

and Nigeria. This is a remarkable achievement for our nation and its artisans.

The Executive Secretary and His Excellency, the Executive Governor of Kaduna state Senator Uba Sani attended the inauguration ceremony of the remodeled Panteka Market on May 14, 2024, marking a major milestone in a partnership to promote skills development in Kaduna State.







# Revolutionising Nigeria's Skills Ecosystem Through Strengthening Formal and Informal Skills Hubs



A central pillar of the Executive Secretary's transformative vision for revolutionising Nigeria's skills ecosystem is the deliberate strengthening of both formal and informal skills hubs as dynamic engines for workforce development. This approach reflects his strategic foresight, leadership acumen, and unwavering commitment to expanding the nation's reservoir of competent, industry-ready professionals. It has driven the discovery, recognition, and certification of latent talents, thereby integrating them into the formal economy and contributing to sustainable national development.

## **Formal Domain:**

The Executive Secretary has embedded skills development at the core of Nigeria's Technical and Vocational Education and Training (TVET) agenda by introducing mandatory skills qualifications that lead to

dual certification — National Diploma (ND) graduates earn an accompanying National Skills Qualification (NSQ), while Higher National Diploma (HND) graduates receive a Quality Assurance Award (QAA). This dual-qualification framework is designed to significantly enhance graduate employability and adaptability in a rapidly evolving labour market. To facilitate effective delivery, Skills Development Centres have been established across all institutions under the Board's jurisdiction. Through the Executive Secretary's strategic engagement, the Tertiary Education Trust Fund (TETFund) provided critical financial support for procuring modern training infrastructure, while the leadership and instructional staff of these centres were trained as certified assessors and verifiers under the NSQ framework.



### **Informal/Non-Formal Domain:**

With the informal sector contributing over 70% to Nigeria's GDP, the Executive Secretary has prioritised its integration into the national skills qualification architecture. This sector encompasses traditional apprenticeship hubs such as Panteka(Kaduna), Kofar Ruwa (Kano), Abuja Mechanic Village, Ariaria Market (Aba), and Lagos Computer Village, which have historically produced skilled artisans through unstructured learning systems. Under his leadership, these hubs have been transformed from loosely organised, experience-based workshops into structured, standardised training and assessment environments capable of producing globally competitive, nationally certified professionals.

To institutionalise the National Skills Qualifications Framework (NSQF) in these

informal/non-formal settings, extensive stakeholder consultations were conducted in Lagos, Port Harcourt, Kano, and Abuja, creating sector-wide awareness and paving the way for the accreditation of select hubs as NSQF-compliant skills training centres. This process was further reinforced by the implementation of the Recognition of Prior Learning (RPL) assessment for Master Craft Persons (MCPs) — the pivotal trainers and custodians of skills within these hubs. As a result, Panteka (Kaduna), Computer Village (Lagos), and Ariaria Market (Aba) are now accredited skills centres, serving as flagship models for the National Skills Qualification (NSQ) rollout and aligning with the Honourable Minister of Education, Dr. Tunji Alausa's, broader TVET reform agenda.



# Future of TVET: NBTE ES Addresses NDC Course 33 on Technical Education and National Development

On the invitation of the Commandant of the National Defence College (NDC), Major General LA FEJOKWU, the ES delivered a paper on Thursday, 14 November 2024 through his Special Assistant, Professor Diya'uddeen Basheer Hasan, titled "Optimising Technical Education for National Development in Nigeria" at the College auditorium to a diverse group of leadership course participants numbering 101. The composition is made up of senior officers of the rank of Colonel and their equivalents from the Armed Forces of Nigeria (54) as well as senior Nigeria Police Force officers (5) and civilian officials from strategic Ministries, Departments and Agencies in Nigeria (18). Additionally, there are participants from the Armed Forces of friendly countries from within and outside Africa (24).

The interactive session with participants and Faculty highlighted the effort of NBTE towards engaging informal technical activities on board TVET through the sector clusters, such as the Old Panteka Market, as NSQ training centers. The recognition granted will benefit many as it is the largest informal apprenticeship training and production engaging over 300,000 apprenticeships. With the Federal Government admitting into formal employment NSQF graduates the informal sector has never been strengthened before.

The presentation successfully conveyed the critical role of optimizing technical education to enhance national development in Nigeria,

collaborative efforts, such as partnerships with foreign entities and industry stakeholders. Overall, the event fostered meaningful dialogue promoting valuable dialogue between defense, government and education sectors. It equally reinforced the importance of strategic alignment between technical education and national development priorities.

The Director of Information and Communication Technology, Air Commodore AK Famuyiwa coordinated the program and presented a plaque on behalf of the Commandant of the College.

This initiative has berthed the formalization of training acquired at Panteka Market. Under this arrangement, graduates of Panteka would acquire the Nigerian Skills Qualification Framework (NSQF) which can easily get them jobs locally and abroad. This also allows for trainees to key into the National Skills Qualification Framework that was approved by the Federal Government of Nigeria and coordinated by the National Board for Technical Education.





*Pictures from the paper presentation at Nigeria Defece College to Participants of Course 33*



# Transformative Scaling of Nigeria's Skills Development and Institutionalisation Framework

Upon assumption of office as the Executive Secretary Prof. Idris M. Bugaje set in motion an ambitious, evidence-driven agenda to institutionalise skills development across both formal and informal/non-formal Technical and Vocational Education and Training (TVET) domains. This initiative has delivered an unprecedented expansion in the governance, quality assurance, and operational architecture of Nigeria's skills ecosystem, anchored on measurable performance indicators and verifiable outputs.

At inception, the institutionalisation framework recorded:

- 7 approved Sector Skills Councils (SSCs)
- 5 approved Awarding Bodies (ABs)
- 65 approved National Occupational Standards/National Skills Qualifications (NOS/NSQ)
- 95 approved NSQ Training Centres
- 1,470 Qualified Assessors and Verifiers (QAAs)

Through deliberate policy reforms, aggressive stakeholder engagement, and capacity expansion strategies, the following quantum leap was achieved within the review period:

- SSCs expanded from 7 to 20 (and still growing)
- ABs increased from 5 to 18
- NOS/NSQ portfolio grew from 65 to over 120 approved standards
- NSQ Training Centres surged from 95 to over 1,305 accredited by NBTE, in partnership with ABs
- QAAs expanded from 1,470 to over 4,500 nationally certified professionals

This rapid escalation of capacity was achieved through a coordinated, multi-tier strategy that included:

- The institutionalisation of structured governance mechanisms via SSCs

- Expansion of the awarding infrastructure to decentralise and scale certification delivery
- Acceleration of NOS/NSQ development to address emerging industry skills gaps
- Aggressive accreditation drives for NSQ centres, ensuring nationwide access to certified training
- Mass training, certification, and deployment of QAAs to guarantee system-wide compliance with quality benchmarks

The resultant architecture has positioned Nigeria's skills ecosystem for global competitiveness, ensuring that both formal graduates and informal sector practitioners can access a unified, standards-driven qualifications framework that is portable, industry-relevant, and internationally recognisable.





# NBTE Hosts National Workshop on Skills Competency and Employment Readiness

On November 17th 2024, the National Board for Technical Education (NBTE) organized a five-day workshop titled "Skills: Beyond Degrees and Diplomas" at the UBEC Digital Resource Center in Abuja. This initiative aimed to equip educators with practical, interdisciplinary research skills using open-source LINUX systems and advanced AI tools.

The training focused on enhancing technical knowledge and hands-on research capabilities essential for academic and industry success. Participants engaged in activities designed to foster practical skills, moving beyond traditional academic qualifications to meet evolving industry demands.



*A group photo of the participants alongside the Executive Secretary during the opening ceremony at the UBEC Digital Resource Center in Abuja*

*Dr. Mpon Okpok from Kennesaw State University, USA, delivered a lecture during the hands-on workshop.*

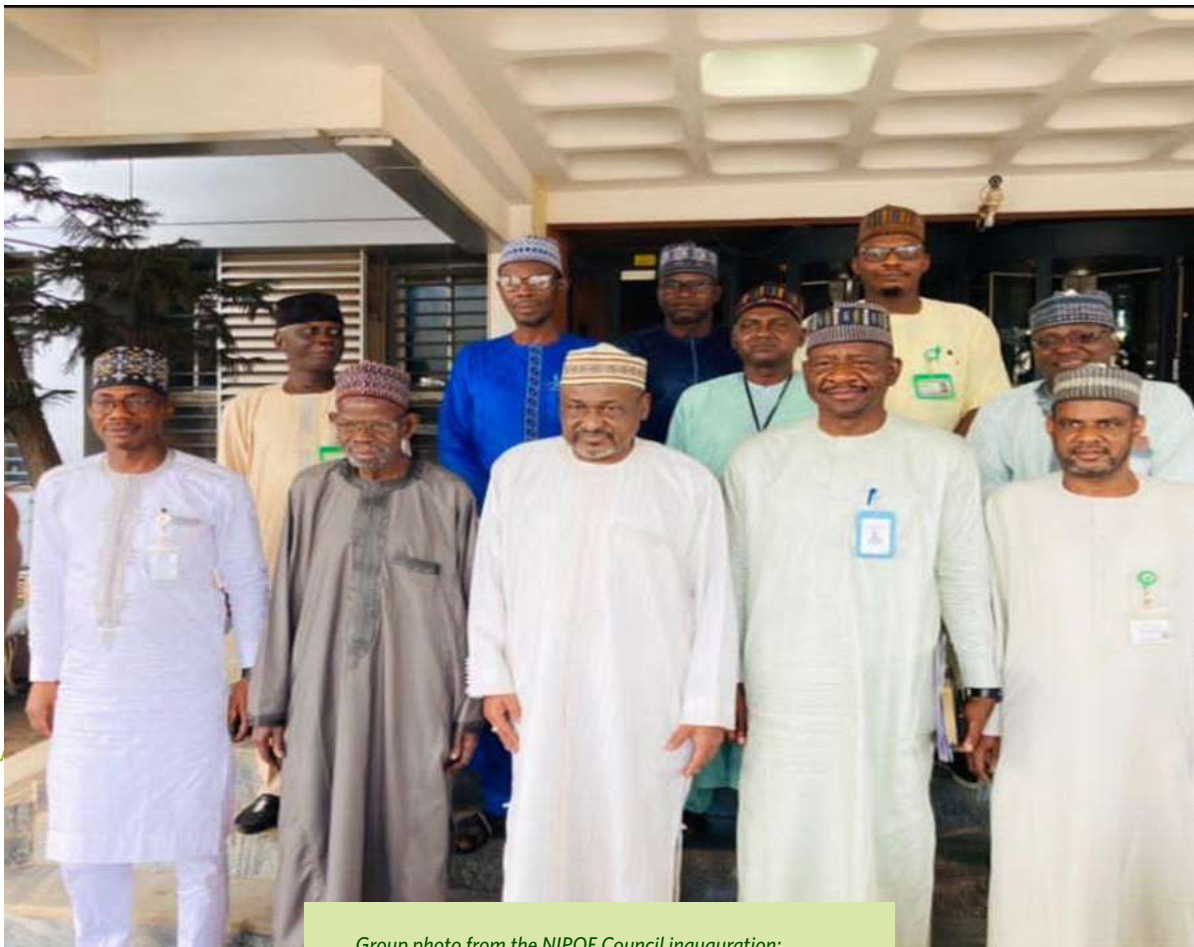






# Establishment and Launching of Nigeria Polytechnic Foundation (NIPOF) to Drive Sectoral Advancement

The Nigeria Polytechnics Foundation (NIPOF) was established in September 2024 to drive innovation, research, and skills development across Nigeria's polytechnics. NIPOF aims to foster industry-academia collaboration, enhance technical education, and support capacity-building initiatives for students and lecturers. Through strategic partnerships, funding opportunities, and policy advocacy, the foundation seeks to strengthen Nigeria's polytechnic system for national development.



*Group photo from the NIPOF Council inauguration: Chairman Prof. Ahmed Tijjani Abdullahi (2L), Executive Secretary Prof. Idris M. Bugaje (center), and SA to the Executive Secretary Prof. Diya'uddin Bashir Hassan (4L).*



# NBTE, Tetfund, And Skill "G" Boost Technical Education

On 18th February, 2025, at the TETFund Auditorium, NBTE's Executive Secretary, Prof. Idris M. Bugaje, and TETFund's Executive Secretary, Arc. Sonny Echono, held an interactive session with Rectors as part of Skill "G" Nigeria Ltd.'s Phase II intervention. The initiative aims to equip laboratories and workshops in tertiary institutions, enhancing

Technical and Vocational Education.

This collaboration strengthens hands-on training, supports new curricula, and builds on previous efforts to provide cutting-edge Science, Engineering, and Technology equipment to Nigerian Universities, Polytechnics, and Colleges.



*Photo of NBTE's Executive Secretary, Prof. Idris M. Bugaje, and TETFund's Executive Secretary, Arc. Sonny Echono, at the interactive session with Rectors on Skill "G" Phase II intervention*



# Policy Dialogue: NBTE Convenes High-Level Retreat for NASS, Governing Councils, and Key Stakeholders

The National Board for Technical Education in its efforts aimed at repositioning the Polytechnics to deliver on their focus of Nigeria's industrialization and youth employment and empowerment, organized a one-day retreat on the theme: "Repositioning the Nigeria Polytechnics to Deliver on Nigeria's Industrialization and Youth Employment" at the UBEC Resource Centre, Kado - Abuja recently.

In their two separate opening remarks, both the Honourable Minister of Education represented by the Director, Polytechnics & Allied Institutions of the Federal Ministry of Education and the Executive Secretary of the National Board for Technical Education (NBTE), while welcoming the participants to the retreat, encouraged all the stakeholders present to stimulate a deeper introspection and reflections on the mandate of TVET institutions.

The retreat identified the TVET as the fundamental basis of Nigeria's industrialization and appraised on the need to address the challenges of insecurity, stigmatization, outdated curricula, poor equipment and inadequate funding for massive industrialization and youth employment in the country.

The two keynote addresses were delivered by Senator Muntari Dandutse, the Chairman Senate Committee on Tertiary Education and TETFUND and Hon. Fuad Laguda, Chairman House Committee on Polytechnics as they both highlighted how Polytechnics could serve as backbone of industrialization that

would get rid of unemployment in the country and how Polytechnics could serve as Centres for innovation starters respectively. They also call on the need to inject more funds into the TVET sector to boost industrialization and youth empowerments.

Three papers were presented at the retreat. The first was on "Balancing between Management, Governing Councils and Staff Unions in the Polytechnics" by Abdulrahman M. Alfa, the Director Human Resources of NBTE. The paper emphasized on the need for separation of powers where responsibilities, authorities and powers are divided or assigned to a particular organ in a complementary format and as checks and balances to prevent abuse or misuse of power.

The second paper was presented by Mr. Shammah S. Kpanja, the National President of Academic Staff Union of Polytechnics (ASUP) on "Between Hope and Despair: The Role of Staff Unions in Bringing Stability in the Polytechnic Sector".

He explained the Unions' commitment and confidence in ensuring good working relationship with their employers by assisting in resolving conflict between the Unions and the Management with the hope that this in turn would make the employees to put in their best towards attaining the organizational goals and mandate.

While the third paper was presented on the topic: "Thinking out of the Box: Drawing the Need for Innovative Ways of Funding Education in Nigeria" by Rt. Hon. Ossai





Nicholas Ossai PhD where it was acknowledged that the public tertiary institutions in Nigeria rely heavily on government funding either through budgetary system or through both statutory and non-statutory interventions that are both increasingly becoming grossly inadequate. The paper also identified challenges faced by tertiary institutions in Nigeria in terms of funding generation, management and effective utilization as well as proffer solutions in tackling them.

Goodwill messages were delivered by the stakeholders in support of the repositioning of the TVET sector in Nigeria's efforts toward industrialization and youth employment and empowerment.

The retreat brought together over 100 participants, including members of National Assembly, the Chairmen and Rectors of Governing Councils of Federal Polytechnics, the Presidents/Chairmen of Committee of Federal Rectors (COFER), Academic Staff Union of Polytechnics (ASUP), Non-Academic Staff Union (NASU), Senior Staff Association of Nigerian Polytechnics (SSANIP), National Association of Polytechnics Students (NAPS) amongst many others.

In conclusion, the Retreat made some profound and far reaching recommendations in its 8-point resolutions which include:

1. Commending the leaderships of the Senate Committee on Tertiary Education and TETFund, and House of Representatives Committee on Federal Polytechnics and Higher Technical Education as well as the National Board for Technical Education for organizing the Retreat and urged them to sustain the initiative for the overall development of the sector;
2. Identifying the need to adopt public private partnerships, education bonds, endowment fund and other strategies that could build a self-sustaining education system as government alone could not fund education;
3. Charging the NBTE to champion the alternative funding of Polytechnics outside the statutory funds through the recently inaugurated Nigeria Polytechnics Foundation (NIPOF);
4. Affirming the importance of upholding the principles of separation of power and checks and balances among and between the Governing Councils, Management, Staff and Students' Unions towards ensuring effective governance in the Polytechnics;
5. The need for Governing Council to oversee the Management without undue interference or overstepping operational boundaries while the Management on the other hand should respect the advocacy roles of Staff and Students' Unions and to engage constructively to support institutional goals. This collaborative framework is essential for fostering transparency, accountability and a conducive environment for academic and administrative excellence;
6. Highlighting the importance of timely dialogue, collective bargaining, mutual trust, adherence to extant laws and observance of due process to ensure peace and harmonious relationship;
7. Identifying the need for the National Assembly to make budgetary provision for the activities of the Governing Councils, accreditation exercise or Quality Assurance activities as well as embrace the digitalization policy as a way of reducing the financial burden on the Polytechnic's lean resources; and Appealed for the dedication of 10 percent of constituency projects to be sited in Polytechnics for infrastructural development and provision of facilities needed by the institutions.

The background of the page is a photograph of a community service event. Several men are gathered around a table. One man in a blue shirt and white cap is handing a document to another man in a white shirt and white cap. A third man in a white shirt and a patterned cap is also visible. There are water bottles and other items on the table. A large white gear-like outline is superimposed over the center of the image, framing the text.

# **STAKEHOLDER COMMUNITY SERVICE AND OUTREACH**



# Preamble

The stakeholder community service and outreach drive of Prof. Idris M. Bugaje saw several initiatives come on board all aimed at promoting technical and vocational education, bridging skills gaps, and enhancing service delivery. A key highlight is the AKK Roundtable Meeting, convened in partnership with the Petroleum Technology Development Fund (PTDF), which brought together industry stakeholders to address the skills mismatch in the energy sector, particularly for the Ajaokuta-Kaduna-Kano (AKK) Gas Pipeline project. This effort underscores the need for aligning Technical and Vocational Education and Training (TVET) with industry demands to foster sustainable economic growth.

In addition to this, the Executive Secretary has led the NBTE in various community service projects, including the donation of a bus to the National Association of Polytechnic Students (NAPS) to facilitate their activities and enhance mobility. The board has also prioritized excellent service delivery, as evident in the celebration of Customer Service Week, which featured sensitization campaigns, customer feedback sessions, and staff training programs. Furthermore, the NBTE SERVICOM Department, under Prof. Bugaje's oversight, successfully hosted the Global Ministerial SERVICOM Committee Meeting, showcasing its commitment to service delivery excellence and leadership in promoting best practices in the public sector. Through these efforts, the Board has demonstrated a commitment to stakeholder engagement, community service, and service delivery excellence, ultimately contributing to the growth and success of polytechnic students and the broader community.





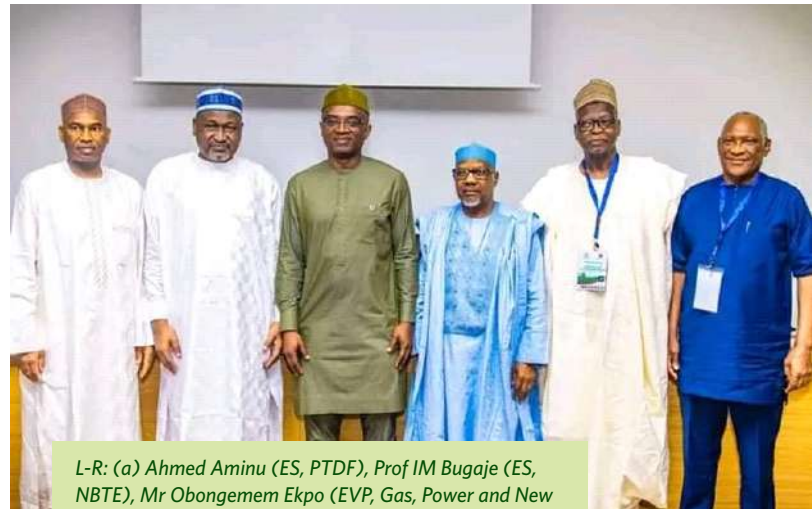
# AKK Skills Roundtable: Addressing TVET-Industry Mismatch for Nigeria's Energy Transition

In a giant stride by the Executive Secretary of the NBTE, Prof Idris M Bugaje, on the need to urgently align the Technical and Vocational Education and Training (TVET) with industry demands in order to bridge the skills mismatch affecting the Energy Sector, the ES convened a roundtable on 24th May, 2024 at Abuja Intercontinental Hotel, in partnership with PTDF, in an effort that requires a multi-pronged approach that includes enhanced private sector engagement, research and innovation, digital transformation and improved societal perception of TVET.

One of the critical areas affected by the skills mismatch is the energy sector, particularly the Ajaokuta-Kaduna-Kano (AKK) Gas Pipeline project. To maximize the socio-economic benefits of this initiative, NBTE and the Petroleum Technology Development Fund (PTDF) collaborated on awareness campaign and capacity-building efforts.

At the roundtable discussion on "Bridging the Skills Gaps for the AKK Downstream Industries," the NBTE Executive Secretary, emphasized the need for alignment between TVET training and the skill requirements of the energy sector. He stated, "It is one thing to deliver the gas, and it is another to develop the downstream utilization. Over 85% of the gas is sold to China, making it critical to plan its proper utilization by equipping Nigerians with relevant skills." Similarly, PTDF Executive Secretary, Ahmed Aminu, reiterated the organization's commitment to bridging the skills gap through project-based training programs, emphasizing the need for industry-driven curricula. With these strategic interventions, Nigeria can build a globally competitive and industry-aligned TVET system that bridges the skills gap and

fosters sustainable economic growth in the AKK corridor.



L-R: (a) Ahmed Aminu (ES, PTDF), Prof IM Bugaje (ES, NBTE), Mr Obongemem Ekpo (EVP, Gas, Power and New Energy, NNPC and Rep of Minister of State for Gas Resources), Engr Mansur Ahmed (GED, Dangote Group), Engr Abdullahi Bukar (Board Member, NNPC), Engr Saidu M Aliyu (Former ED, NNPC); (b) Prof IM Bugaje, the ES NBTE delivering his welcome address and declaring the roundtable open.



# NBTE Donates Bus to NAPS: Supporting Student Empowerment and Community Engagement



Under Prof. Idris Bugaje's leadership, the Board has actively engaged in various Community service projects. The Board has demonstrated its commitment to supporting student organizations with the presentation of a Sienna space bus to the leadership of the National Association of Polytechnic Students (NAPS). This gesture, approved by the Executive Secretary, aims to facilitate the movement and activities of NAPS executives, led by Comrade Ridwan Opeyemi Munirudeen.

This initiative aligns with the NBTE's mandate to promote technical and vocational education in Nigeria and the presentation of the Sienna space bus is a testament to the NBTE's efforts to build partnerships with student organizations and support their development. By providing this vehicle, the Board aims to enhance the mobility and productivity of NAPS executives, ultimately contributing to the growth and success of polytechnic students in Nigeria.

The vehicle was presented to the NAPS leadership by SA to the Executive Secretary of NBTE, Prof. Diya'udeen Basheer Hassan at NBTE liaison office, Abuja on 15th February, 2024.



# Celebrating Service Excellence: NBTE Commemorates Customer Service Week Across Departments



*The Executive Secretary presenting award to the best performing staff of the year 2024 (General Manager Centre of Excellence)*



*Group pictures of Executive Secretary, Rector Nasarawa Polytechnic, Nasarawa State, Director SERVICOM, Director Polytechnic Programme Department, Director Monotechnic Programme Department, Director Finance, Director Curriculum Development and Other staff of SERVICOM Department. During the celebration of customer service week 2024.*

The National Board for Technical Education (NBTE) marked a significant milestone in its commitment to excellent service delivery with the celebration of Customer Service Week, held from October 7-11, 2024. This week-long event was packed with activities aimed at recognizing the importance of customer service in delivering the board's mandate.

The event featured a sensitization campaign, customer feedback sessions, and a staff training program on customer service skills, all designed to enhance the board's service delivery. A highlight of the event was a courtesy visit to the Executive Secretary of

NBTE, who reiterated the board's commitment to providing excellent service to its stakeholders. The event was well-attended by staff of the board, demonstrating their dedication to delivering top-notch service.

The success of the Customer Service Week celebration is a testament to the NBTE's commitment to delivering excellent service to its stakeholders. By prioritizing customer service and seeking opportunities to enhance service delivery, the board is setting a high standard for service delivery in the public sector.





# Global Ministerial Servicom Committee Meeting



*Members of the high table during fourth quarter global ministerial SERVICOM committee meeting hosted by NBTE 2024.*

The NBTE SERVICOM Department hosted the Global Ministerial SERVICOM Committee Meeting on November 14-15, 2024. This high-level meeting brought together SERVICOM committee members from various ministries and government agencies to share best practices, discuss challenges, and develop strategies for improving service delivery in the public sector.

The meeting featured presentations from renowned experts in service delivery,

interactive sessions, and group discussions. The NBTE SERVICOM Department presented a paper on its customer service initiatives, which was well-received by the participants.

The successful hosting of the meeting by the NBTE SERVICOM Department demonstrates its commitment to delivering excellent service to its stakeholders and its leadership role in promoting service delivery excellence in the public sector.

*Interactive session and familiarization between Chairman of the meeting, Director SERVICOM and Nodal Officers from several MDA's under the Federal Ministry of Education across the country.*



The background of the page is a photograph of a meeting. Several men are seated around a long wooden table. One man in the foreground is wearing a white cap and a blue patterned shirt. Another man is wearing a white cap and a white shirt. A third man on the right is wearing a dark cap and glasses. They appear to be looking at a document or a tablet. In the background, there is a banner with the word 'TECHNICAL' and a logo. A large white gear-like outline is superimposed over the center of the image, framing the title text.

# **NOS AND CURRICULUM DEVELOPMENT**



# Preamble

Under the leadership of Prof. Idris M. Bugaje, the National Board for Technical Education (NBTE) has made significant strides in developing and reviewing National Occupational Standards (NOS) and curricula for various programs. Key highlights include the development of NOS for 39 programs, including Creative Content Production, Call Centre Operations, and Printing Technology, and the review of 9 NOS, such as Solar Photovoltaic and Power-Backup System. The board has also collaborated with industry partners, including the Environmental Health Officers Registration Council of Nigeria (EHCON), the Joint Admissions and Matriculations Board (JAMB), and the Computer Professional Registration Council of Nigeria (CPN), to develop curricula for emerging areas in environmental health, law, and ICT. Additionally, the NBTE has conducted zonal entrepreneurship workshops across the six geopolitical zones to equip TVET graduates with practical skills and employability value. These efforts demonstrate the Board's commitment to enhancing technical education and aligning it with industry needs.





# Curriculum Development

In 2024, Development workshops were carried out on Twenty- Two (22) programmes.

S/N	Title of Programme	Nature of Workshop	Date
1	Food Safety and Hygiene	Pre-Critique	4 <sup>th</sup> to 10 <sup>th</sup> February, 2024
2	Family Healthcare Technology	Final Critique	11 <sup>th</sup> to 17 <sup>th</sup> February, 2024
3	Pest and Vector Management	Pre-Critique	11 <sup>th</sup> to 17 <sup>th</sup> February, 2024
4	Industrial Hygiene and safety	Pre-Critique	18 <sup>th</sup> to 24 <sup>th</sup> February, 2024
5	Environmental Health monitoring and Surveillance	Pre-Critique	18 <sup>th</sup> to 24 <sup>th</sup> February, 2024
6	Housing Health and Sanitation	Pre-Critique	3 <sup>rd</sup> to 9 <sup>th</sup> March 2024
7	Waste and waste water	Pre-Critique	3 <sup>rd</sup> to 9 <sup>th</sup> March 2024
8	School Health	Pre-Critique	10 <sup>th</sup> to 16 <sup>th</sup> March, 2024
9	Global Health	Pre-Critique	10 <sup>th</sup> to 16 <sup>th</sup> March, 2024
10	Environmental Health Laboratory	Pre-Critique	17 <sup>th</sup> to 23 <sup>rd</sup> March 2024
11	Environmental and Occupational Epidemiology	Pre-Critique	17 <sup>th</sup> to 23 <sup>rd</sup> March 2024
12	Health Impact Assessment	Pre-Critique	14 <sup>th</sup> – 20 <sup>th</sup> April 2024
13	Integrated Diseases surveillance and Response	Pre-Critique	14 <sup>th</sup> – 20 <sup>th</sup> April 2024
14	Climate Change and Health	Pre-Critique	21 <sup>st</sup> -27 <sup>th</sup> April 2024
15	Health Emergencies	Pre-Critique	21 <sup>st</sup> -27 <sup>th</sup> April 2024
16	Law	Pre critique and Final Critique	July-August, 2024
17	Common and Islamic Law	Pre critique and Final Critique	July-August, 2024
18	Medical Laboratory Technology	Critique	29 <sup>th</sup> July-2 <sup>nd</sup> August, 2024
19	Sports Safety and Security	Pre-Critique	29 <sup>th</sup> September, – 5 <sup>th</sup> October, 2024
20	QAA Curriculum	Pre-Critique and Critique	29 <sup>th</sup> Sept – 5 <sup>th</sup> October, 2024
21	QAA Curriculum conversion into Courseware with Video and Audio clips	Conversion workshop	September- November, 2024
22	Forensic Technology	Final Critique	10 <sup>th</sup> – 16 <sup>th</sup> November, 2024

## Curriculum Review

In 2024, Review workshops were carried out on Four (4) programmes.

S/N	Title of Programme	Level	Date
1	Mass Communication	ND	8th -14th September, 2024
2	Dental Therapy	ND/HND	27th Oct – 3rd November, 2024
3	General Studies Curriculum	ND/HND	6th – 11th October, 2024
4	Electrical Engineering Technology	ND	24th – 30th November, 2024



# NBTE-EHCON Partnership: Developing Curricula in 16 Emerging Environmental Health Disciplines



*From L-R Director NBTE, SWZ, Mr Ayo Aroge, Dr. Jide Johson of NIJ, The Director Curriculum Development, NBTE, Dr. Musa Hatim koko, UNICEF Communication specialist Susan Akila and Ahmad Sarari of Kannywood*

The NBTE and Environmental Health Council of Nigeria (EHCON) partnership and Mou was instrumental in commencing the first workshop at the NBTE Consult Ltd. This significant event brought together key stakeholders, Engr. Abbati Dawakin Kudu Muhammad, Representative of the Executive Secretary of NBTE; Prof. Diya'udeen Basheer Hassan, Special Assistant to the Executive Secretary of NBTE; Dr. Yakubu Baba, Registrar of EHCON and Dr. Musa Hatim Koko, Director of the Curriculum Development Department at NBTE.

The partnership is focused on developing comprehensive curricula for sixteen critical health specialties encompassing

Environmental Health (9 options), Public Health (2 options), Epidemiology and Disease Control (3 options), and Water, Sanitation, and Hygiene (WASH) (2 options). This collaborative effort aimed to address pressing public health challenges and equip future environmental health professionals with the knowledge and skills necessary to meet the demands of Environmental Healthcare. This landmark event signifies a significant step towards enhancing environmental health standards and ensuring a healthier future for Nigeria.

The Environmental Health Officers Registration Council Of Nigeria (Ehcon) provided funding for the workshops.



Director of the Curriculum Department NBTE, Dr. Musa Hatim Koko delivers remarks. Seated from his right are representative of the Executive Secretary of NBTE, the Special Assistant to the Executive Secretary of NBTE, Prof. Diya'udeen Basheer Hassan, Engr Abbati Dawakin Kudu Muhammad, Registrar of EHCON; Dr. Yakubu Baba.



A group photo of participants at the Food Safety and Hygiene pre-critique featuring: Representative of the Executive Secretary of NBTE, Special Assistant to the Executive Secretary of NBTE, Prof. Diya'udeen Basheer Hassan; Engr. Abbati Dawakin Kudu Muhammad, Director of the Curriculum Department at NBTE, Dr. Musa Hatim Koko; Registrar of EHCON; Dr. Yakubu Baba; Deputy Director of the Curriculum Department Mr. Bala Akut, at NBTE, Alongside esteemed participants.





# Curriculum Development in Law: NBTE and JAMB Collaborate on ND Law and ND Common and Islamic Law



*Stakeholders gather for a pre-critique workshop on National Diploma (ND) Law: Executive Secretary, NBTE, Prof. Idris M. Bugaje; Director, Curriculum Department, NBTE, Dr. Musa Hatim Koko; Chairman, Conference of Provosts of Colleges of Legal and Islamic Studies (COPULIS), Dr. Auwal Ibrahim Amba; Provost, College of Legal and Islamic Studies, Kano, Prof. Balarabe Jakada. And other participants.*

This initiative, aimed at enhancing legal education in Nigeria, brought a panel of experts, including representatives from the Nigerian Bar Association (NBA) and the Conference of Provosts of Colleges of Legal and Islamic Studies (COPCLIS). The panel, comprising leading legal minds and practitioners, collaborated to create comprehensive curricula that equip students with a strong understanding of both common and Islamic law, reflecting the diverse legal aspect of Nigeria.

A series of intensive curriculum development workshops for the two critical law specialties were conducted from July to August 2024 at NBTE Consult Ltd. These workshops facilitated robust discussions and collaborative efforts among the esteemed panel, resulting in the development of robust and relevant curricula that will be valuable for institutions that may offer these programmes.



*Participants at the Pre-Critique Workshop for National Diploma (ND) in Common and Islamic Law from Colleges of Legal and Islamic Studies, Kano, Daura and Yobe.*



*Final Critique Workshop for National Diploma (ND) in Common and Islamic Law: (L-R) Executive Secretary, NBTE, Prof. Idris Bugaje; Director, Curriculum Department, NBTE, Dr. Musa Hatim Koko; Representative of the Nigerian Bar Association (NBA); Prof. M.B Uthman Bello, Alhaji KS Nuhu, and other participants.*



# NBTE-NCDMB-OGTAN Synergy for Development of National Occupational Standards (NOS) in the Oil & Gas Industry



## *A Strategic Intervention in Oil & Gas Industrial Competence Building*

In 2023, the NBTE entered into a strategic partnership with the Nigerian Content Development and Monitoring Board (NCDMB) to establish a robust, nationally recognized skills delivery framework for the oil and gas industry. The collaboration, brokered through the Oil and Gas Trainers Association of Nigeria (OGTAN) under the Nigerian Content Consultative Forum's Education and Training Sectoral Working Group (ETSWG), is anchored on the provisions of the Nigerian Oil and Gas Industry Content Development (NOGICD) Act, 2010.

The synergy targets the development, accreditation, and implementation of National Occupational Standards (NOS), industry-specific benchmarks that define the

competencies, skills, and knowledge required for various technical roles. By embedding these standards within a regulated Sector Skills Council (SSC) and a dedicated Awarding Body, the initiative aims to elevate Nigeria's local workforce competence, reduce dependence on expatriate expertise, and align domestic training with global best practices.

The NBTE-NCDMB Oil & Gas NOS Development collaboration have achieved four interlinked goals which will strengthen Nigeria's local content architecture, enabling greater participation of indigenous professionals in upstream, midstream, and downstream operations.





### **Achievements to Date**

- a) Integration into National Skills Systems: NBTE has positioned the Oil & Gas NOS within the National Skills Qualification Framework (NSQF), enabling alignment with other industry sectors and potential regional qualifications portability. The 7 NOS developed are:
  - 1. Geoscientists - Deepwater Operations
  - 2. Coded Welders - ISO 9606 Fabrication Operations
  - 3. Instrument Engineers - Fabrication Operations
  - 4. Divers - Well Servicing & Drilling Operations
  - 5. 3D Modellers - EPCI Operations
  - 6. Process Plant Operations
  - 7. Process Plant Maintenance
- b) Sector Skills Council Secretariat established at NCDMB Tower, Yenagoa,
- c) Creation of an Oil & Gas Awarding Body (OGTAN) to manage certification and quality assurance processes.
- d) Promoting Domiciliation of Skills: By localizing training and certification systems, NBTE is curbing the historical reliance on offshore training

facilities and foreign awarding bodies, leading to cost savings, increased accessibility, and industry-specific workforce retention.

The NBTE-NCDMB synergy is a transformative, systems-level intervention in Nigeria's skills ecosystem, uniting regulatory precision with sectoral expertise to deliver a globally benchmarked, locally driven competence architecture. The partnership not only closes current skills gaps but also positions Nigeria to produce a future-ready, exportable oil & gas workforce, reinforcing NBTE's role as the national catalyst for TVET innovation and industrial human capital development.





# Advancing Medical Laboratory Training: NBTE-FCMLST Jos Partnership on ND Curriculum Review



*Executive Secretary, NBTE, Prof. Idris Bugaje; Provost Federal College of Medical Laboratory Science, Etukuh N. Sunday, Deputy Provost Dr. Ajinaka O.R, Director Curriculum Department, NBTE, Dr Musa Hatim Koko, Director MD Consult, Mal. K S Nuhu, Deputy Director Monotechnic Programme Department, Pharm Salihu Ibrahim.*

The National Board for Technical Education (NBTE), in collaboration with the Federal College of Medical Laboratory Science and Technology, Jos, conducted the development of National Diploma (ND) Medical Laboratory Technology in accordance with best practices, industry needs, and global standards in medical laboratory science. The

development workshop was held from July to August 2024 at NBTE Consult Ltd Kaduna.

Relevant stakeholders, The Provost FCMLST, academicians, industry professionals, and practicing medical laboratory scientists, actively participated in the workshop.





# Strengthening Mass Communication Education: NBTE-UNICEF Collaboration on ND Curriculum Review



Group picture with UNICEF Director; Sussan Akilah, Deputy Director Curriculum Development Department (NBTE), Mr Bala Akut, Deputy Director Applied Art and Communication Division of Polytechnic Programme Development Department (NBTE), Mrs. Esther Damisa along with other participants.

A significant collaborative effort between the National Board for Technical Education (NBTE) and UNICEF in the development of the National Diploma (ND) curriculum for Mass Communication.

UNICEF sponsored the review with the specific aim of incorporating Child Rights

Reporting and Advocacy within the curriculum. This collaboration brought together a team of experts, academia, media professionals, Film producers, and child rights advocates, to develop a curriculum that equips students with the knowledge, skills, and ethical frameworks necessary to

prosper in the area of media and communication.

The curriculum review workshop was held in Lagos, where participants engaged in in-depth discussions and collaborative efforts to refine the curriculum content.





# Curriculum Innovation in Dental Therapy: NBTE-DThRBN Review ND and HND Frameworks



*Like minds, SA/ES NBTE; Prof. Diya'udeen Basheer Hassan, Director Curriculum Development Department, NBTE; Dr Musa Hatim Koko, The Registrar Dental Therapy Registration Council of Nigeria (DThRBN); Mrs. Ojo Mercy and other participants.*

*SA/ES (NBTE); Prof. Diya'udeen Basheer Hassan, Director of Finance Department (NBTE); Mr. Cyril Oedema, Deputy Director Curriculum Development Department (NBTE); Mr Bala Akut, Shehu Idris of College of Health Science and Technology; Elisa Akau, Federal Dental Clinic, Jalingo; Makanyi, Elizabeth Orgi and other participants.*



The National Board for Technical Education (NBTE) in partnership with the Dental Therapy Registration Council of Nigeria (DThRBN) carried out a curriculum review workshop for the Non-Terminal National Diploma (ND) / Higher National Diploma (HND) Dental Therapy for alignment with current best practices, industry needs, and global standards. The review workshop was held at NBTE Consult in Kaduna.

Key stakeholders, including Registrar DThRBN, academicians, industry professionals, and practicing dental therapists, actively participated in the review workshop.



# International Curriculum Review: NBTE Partners with ERYK (Denmark & Poland) on ND EEE Technology



*The Executive Secretary of NBTE; Prof. Idris Muhammad Bugaje, delivering his opening remarks at the workshop to review the Curriculum on National Diploma (ND) in Electrical/Electronic Engineering Technology.*

In a landmark collaboration, the Board and Eryk Group from Denmark and Poland convened to review the National Diploma (ND) Electrical Engineering Curriculum. This partnership follows a recently signed MOU aimed at exporting skilled Nigerian youths to Denmark and Poland for internships and career opportunities. The curriculum review workshop was a pivotal event, addressing anomalies highlighted by Eryk Group to ensure the program meets international standards. This initiative not only enhances the quality of education but also opens global pathways for Nigerian students. The workshop marks a significant step towards bridging educational gaps and fostering international cooperation. The review workshop was held in NBTE Liaison Office, Abuja.





*The Executive Secretary NBTE, Prof. Idris M. Bugaje, Representatives of Eryk Group from Denmark and Poland; (The group chairman Mr Jens Christain Moller and Mr Aleksander Trzeciak) and the Director Curriculum Development Department; Dr. Musa Hatim Koko, along with other Participants at the Abuja Liaison Office.*





## NATIONAL OCCUPATIONAL STANDARD (NOS)

National Occupation Standards workshops were carried out on Forty-Eight (48) programmes. Forty (39) were developed and Eight (9) were Reviewed/Critiqued and Validated.

S/N	Title of Standard	Levels	Date
1	Creative Content Production	3,4	22 <sup>nd</sup> – 27 <sup>th</sup> September, 2024
2	Call Centre Operations	2,3	22 <sup>nd</sup> – 27 <sup>th</sup> September, 2024
3	Printing Technology	2,3,4	13 <sup>th</sup> – 19 <sup>th</sup> October, 2024
4	Aluminium Cladding Installation	1,2,3,4,5	20 <sup>th</sup> – 22 <sup>nd</sup> February, 2024
5	Floor Covering Installation	1,2,3,4,5	20 <sup>th</sup> – 22 <sup>nd</sup> February, 2024
6	Operation and Maintenance of Electric Vehicles	1,2,3,4	3 <sup>rd</sup> – 5 <sup>th</sup> March, 2024
7	Conversion, Calibration and Maintenance of Auto-Gas Powered Vehicles	1,2,3,4	3 <sup>rd</sup> – 5 <sup>th</sup> March, 2024
8	Artificial Intelligence	4	18 <sup>th</sup> – 24 <sup>th</sup> December, 2024
9	Backend Web Development	3	18 <sup>th</sup> – 24 <sup>th</sup> December, 2024
10	Cloud Security Engineer	5	18 <sup>th</sup> – 24 <sup>th</sup> December, 2024
11	Computer Aided Design/Computer Aided Manufacturing (CAD/CAM)	3	18 <sup>th</sup> – 24 <sup>th</sup> December, 2024
12	Computer Operations	2	18 <sup>th</sup> – 24 <sup>th</sup> December, 2024
13	Cyber Security Analyst	3	18 <sup>th</sup> – 24 <sup>th</sup> December, 2024
14	Cyber Security Engineer	5	18 <sup>th</sup> – 24 <sup>th</sup> December, 2024
15	Data Analytics	4	18 <sup>th</sup> – 24 <sup>th</sup> December, 2024
16	Data Science	5	18 <sup>th</sup> – 24 <sup>th</sup> December, 2024
17	Database Management	3	18 <sup>th</sup> – 24 <sup>th</sup> December, 2024
18	Digital Animation	3	18 <sup>th</sup> – 24 <sup>th</sup> December, 2024
19	Digital Automotive Diagnostic	3	18 <sup>th</sup> – 24 <sup>th</sup> December, 2024
20	Digital Content Creation (Web social media and Blogging)	3	18 <sup>th</sup> – 24 <sup>th</sup> December, 2024
21	Digital Marketing	3	18 <sup>th</sup> – 24 <sup>th</sup> December, 2024
22	Digital Product Management	3	18 <sup>th</sup> – 24 <sup>th</sup> December, 2024
23	Drone Technology	3	18 <sup>th</sup> – 24 <sup>th</sup> December, 2024
24	E-Commerce	4,5	18 <sup>th</sup> – 24 <sup>th</sup> December, 2024
25	Front End Web Development	3	18 <sup>th</sup> – 24 <sup>th</sup> December, 2024
26	General Service Support	3,4	18 <sup>th</sup> – 24 <sup>th</sup> December, 2024
27	Graphic Design	3	18 <sup>th</sup> – 24 <sup>th</sup> December, 2024
28	Home Automation and IoT Technologies	3,4	18 <sup>th</sup> – 24 <sup>th</sup> December, 2024
29	Information Technology	2,3	18 <sup>th</sup> – 24 <sup>th</sup> December, 2024
30	Internet of Things	3	18 <sup>th</sup> – 24 <sup>th</sup> December, 2024
31	Network Cabling, Installation and Maintenance	2	18 <sup>th</sup> – 24 <sup>th</sup> December, 2024
32	Network Support Specialist	4	18 <sup>th</sup> – 24 <sup>th</sup> December, 2024
33	Programming with JAVA	3,4	18 <sup>th</sup> – 24 <sup>th</sup> December, 2024
34	Programming with PHP Using Laravel and MySQL	5	18 <sup>th</sup> – 24 <sup>th</sup> December, 2024
35	Project Management	5	18 <sup>th</sup> – 24 <sup>th</sup> December, 2024
36	Robotics	3	18 <sup>th</sup> – 24 <sup>th</sup> December, 2024
37	User interface and User Experience Design (UI/UX)	3	18 <sup>th</sup> – 24 <sup>th</sup> December, 2024
38	Video Production and Editing	3	18 <sup>th</sup> – 24 <sup>th</sup> December, 2024
39	Cinematography	3	18 <sup>th</sup> – 24 <sup>th</sup> December, 2024

**Reviewed National Occupational Standard (NOS)**

S/N	Title of Standard	Levels	Date
1	Solar Photovoltaic and Power-Backup System	1,2	15 <sup>th</sup> - 20 <sup>th</sup> September, 2024
2	Computer Hardware Repairs & Maintenance	3,4	18 <sup>th</sup> - 24 <sup>th</sup> December, 2024
3	Digital Service Operations	2,3	18 <sup>th</sup> - 24 <sup>th</sup> December, 2024
4	Mobile Application Development	3,4,5	18 <sup>th</sup> - 24 <sup>th</sup> December, 2024
5	Mobile Phone Repairs and Maintenance	1,2	18 <sup>th</sup> - 24 <sup>th</sup> December, 2024
6	Photography	3	18 <sup>th</sup> - 24 <sup>th</sup> December, 2024
7	Satellite TV Antenna Installation and Maintenance	3,4	18 <sup>th</sup> - 24 <sup>th</sup> December, 2024
8	Social Media Communication	3	18 <sup>th</sup> - 24 <sup>th</sup> December, 2024
9	Web Development	2,4	18 <sup>th</sup> - 24 <sup>th</sup> December, 2024



# NBTE Advances Solar Energy Skills with New National Occupational Standards



*Participants at the review on Solar Photovoltaic and Power back-up System*

The Curriculum Development Department reviewed the NOS Solar Photovoltaic and Power Back-up System as part of Boards Capital Appropriation Projects (CAP), 2024. This initiative enhanced the quality, skills and manpower in the sector. The review workshop was held at NBTE Consult in Kaduna. Key stakeholders, including academicians, industry professionals, and practicing technicians, actively participated in the review NOS workshop.





# Strengthening Creative Industries: NBTE Develops NOS on Creative Content Production



*SA/ES NBTE, Prof. Diya'udeen Basheer Hassan, Director Curriculum Development Department NBTE; Dr Musa Hatim Koko and Assistant General Manager (AGM) NBTE Consult; Dr. Abdullahi S. Maude with other participants.*

NBTE under the 2024 Capital Appropriation Project sponsored the development of NOS Creative Content Production. This NOS Development brought a team of academia, professionals in the media industry and experts in film production. The NOS provides skills and technical frameworks necessary to produce high quality media content.

The NOS development workshop was held in NBTE Consult, Kaduna, where participants engaged in professional discussions to develop the NOS content.



*A group photograph of Director Curriculum Development Department, NBTE; Dr Musa Hatim Koko, MD NBTE Consult Ltd; Malam K.S Nuhu, Assistant General Manager (AGM) NBTE Consult Ltd; Dr. Abdullahi S. Maude with other participants.*



# Digital Service Skills: NBTE Conducts NOS Workshop on Call Centre Operations

NBTE conducted a workshop on NOS Call Centre Operations. The NOS development workshop was sponsored under the Capital Appropriation Project, 2024 with the aim of improving customer satisfaction and efficiency needed for qualified professionals in this emerging field. The workshop was held at the NBTE Consult Ltd. in Kaduna.

A team of experts, including skilled professionals and academics, convened to develop NOS Call Centre Operations.



*Participants at the development of NOS on Call Centre Operations*

*A group picture with the Executive Secretary, NBTE, Prof. Idris Bugaje; SA, NBTE, Diya'udeen Basheer Hasan; Director Curriculum Development Department, NBTE, Dr Musa Hatim Koko; MD NBTE Consult Ltd, Malam K.S Nuhu; Assistant General Manager (AGM) NBTE Consult Ltd, Dr. Abdullahi S. Maude, alongside other participants.*





# Strengthening Print Media Skills: NBTE Develops NOS on Printing Technology

NBTE conducted a workshop on Developing National Occupational Standards (NOS) for Printing Technology. The workshop aims to provide knowledge and training skills required in the printing technology industry.

The workshop was held at the NBTE consult Ltd. In Kaduna where participants engaged in professional discussions to develop the NOS printing technology.



*A group picture MD NBTE Consult Ltd; Malam K.S Nuhu, Deputy Director Curriculum Development Department (NBTE); Mr Bala Akut, Head Procurement Sambo Ya'aribe, Agwa GRA by Trikania Express; Jimmy Balogun, Department of Printing Technology Kaduna Polytechnic; Abubakar L. Nadabo, Kaduna Master Printers Association; Bello Ibrahim A. alongside other participants during the workshop of the development of NOS Printing Technology*





*Participants engage in a collaborative discussions and knowledge sharing during the workshop of the development of NOS Printing Technology*



# NBTE-CPN Collaboration: Validation of 39 NOS for ICT and Allied Disciplines

In collaboration the National Board for Technical Education in conjunction with the Computer Professional Registration Council of Nigeria (CPN) the awarding body for ICT, conducted validation workshops from 18 to 20 December 2024 in Abuja.

A total of thirty-nine (39) Occupational Standards were addressed:

- Eight (8) NOS were reviewed, with some split into stand-alone standards and others assigned higher levels to improve efficiency and effective delivery.
- Thirty-one (31) NOS were developed to meet current industry needs.



*From R-L Mr Shol;a, the Chairman Sector Skills Council (SSC) for ICT, Mr XXX, CEO Engausa, and the Registrar CPN, Muhammad Bello Aliyu and other stakeholders at the validation of 39 Occupational Standards Projects sponsored by the Computer Professionals Registration Council of Nigeria (CPN), held in Abuja*



From R-L: The Registrar CPN, Muhammad Bello Aliyu, the Director Curriculum Development Department NBTE, Dr Musa Hatim Koko and the Chairman SSC for ICT





## Zonal Entrepreneurship Workshops

The review of the ENT Curricula was done to provide more practical exposure to TVET graduates and employability value. The workshop was sponsored by TETFUND

In 2024, Entrepreneurship Workshops were carried out in six geopolitical zones. NBTE in collaboration with DANGLO Management and Financial Ltd. commenced the Second Phase of National Workshop for

Entrepreneurship Educators in Nigeria Polytechnics and similar TVET Institutions across the six geo-political zones. The workshop was on educating lecturers on how best to implement the new ENT Curriculum to achieve the overall objective of its design especially as it concerns the TVET environment.

**The Zonal Entrepreneurship Workshops were held as follows:**

Title of Programme	Date
North Central (Abuja)	7-10 <sup>th</sup> May, 2024
South-South (Warri)	13-17 <sup>th</sup> May, 2024
South-East (Enugu)	20 <sup>th</sup> -24 <sup>th</sup> MAY, 2024
South-West (Ibadan)	27 <sup>th</sup> -31 <sup>st</sup> MAY, 2024
North-West (Kaduna)	10 <sup>th</sup> -14 <sup>th</sup> June, 2024
North-East (Bauchi)	17 <sup>th</sup> -21 <sup>st</sup> June, 2024

## GALLERY ZONAL ENTREPRENEURSHIP WORKSHOP





Figure X: (a) Banner showing information about the South-East Zonal Entrepreneurship Workshop held in Enugu; (b) Participants at The South-East Zonal Entrepreneurship Educators Workshop Held In Enugu; (c) Participants during the North-Central Zonal Entrepreneurship Workshop Held In Abuja; (d) Engaged and enthusiastic participants during the South-South Zonal Entrepreneurship Workshop Held In Warri; (e) Group picture of Educators with the Director Curriculum Development Department, NBTE Dr Musa Hatim Koko, and other participants during The South-West Zonal Entrepreneurship Workshop Held In Ibadan; (f) Educators and participants during the North-East Zonal Entrepreneurship Workshop held In Bauchi; (g) Group photo of participant with the Executive Secretary, NBTE, Prof. Idris Bugaje, SA Prof. Diya'udeen Basheer Hassan, Director Curriculum Development Department, NBTE Dr Musa Hatim Koko, during the North-West Zonal Entrepreneurship workshop held in Kaduna.





## **A New Era in Staff Welfare: Institutionalising Comprehensive Welfare Packages at NBTE**

Prof. Idris M. Bugaje's leadership as Executive Secretary of the National Board for Technical Education (NBTE) has been marked by several significant initiatives, notably as it concerns staff well fare is the introduction of a quarterly welfare package for staff. This move underscores the ES's commitment to enhancing staff well-being, boosting morale, and fostering a productive work environment.

The quarterly welfare package, initiated by the Executive Secretary, is a groundbreaking development that sets a new precedent in the Board's approach to staff welfare. Records shows that tehere was no such package in over two and a half decades. This initiative demonstrates his exceptional leadership and dedication to improving working conditions and staff satisfaction across the Board,

including its Headquarters and Zonal/Liaison Offices.

The introduction of this quarterly welfare package is a testament to the Executive Secretary's leadership and commitment to staff well-being and has had a profoundly positive impact on NBTE staff. As the NBTE advances towards becoming a world-class regulatory agency for Technical and Vocational Education and Training (TVET) in Nigeria, the continuation of this package will likely have a lasting impact on staff morale, productivity, and retention. Ultimately, this initiative will contribute to the Board's effectiveness in driving skills development and shaping Nigeria's future.









## Notes

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