

NATIONAL BOARD FOR TECHNICAL EDUCATION, KADUNA

NIGERIA SKILLS QUALIFICATION FRAMEWORK (NSQF)



IN BRIEF



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DECEMBER, 2025



WHAT IS NSQF?

The Nigerian Skills Qualifications Framework (NSQF) is a system for the development, classification and recognition of skills, knowledge, understanding and competencies acquired by individuals, irrespective of where and how the training or skill was acquired. The Framework indicates the comparability of different qualifications and how one can progress from one level to another. The NSQF is the structure within which the National Skill Qualifications (NSQ) operate.

The Framework aims at:

- Promoting Life-Long Learning
- Providing Quality Assurance and Recognition

Objectives of NSQF:

NSQF is to ensure quality, status and relevance of TVET provisions as well as: Reduce the complexity and ambiguity of selecting a competent person by the industry, establish pathways and progression from informal short courses to formal TVET programmes; narrow the gaps between what TVET graduates know and can do and the skills and knowledge set that employers say they need

Benefit of NSQF:

The NSQF is beneficial to both the candidates and the employer. On completion, the skills learnt and benefits gained by the candidates will assist in their job role performance and understanding as well as gain an up-to-date Nationally Recognised Qualification. On the other hand, the NSQF provides the employer a transparent platform for staff selection and promotion, and gives opportunity to develop an efficient multi-skilled workforce.

NATIONAL OCCUPATIONAL STANDARDS (NOS):

The National Occupational Standards (NOS) are statements of performance or competences an individual must demonstrate when carrying out job functions in the workplace, together with specifications of the underpinning knowledge and understanding. They are developed by employers through the Sector Skill Councils (SSCs) and set out the skills, knowledge and understanding required to perform competently in the workplace.

There are over 150 NOS developed, currently in various occupational areas at different levels, mostly level 3 with very few at level 4- 6. Efforts are being made to develop all up to level 9

WHAT IS NSQ?

NSQ is a work related, competence-based qualification with skills assessed at both the training centre and work-place. NSQs are about practical performance that reflect the skills and knowledge needed to do the job effectively. NSQ standards are sector specific set by the industry and are divided into: *Performance* carried out on the job and *Knowledge* required to carry out the job. The standards are split into Units which are further subdivided into two categories: Mandatory and Optional.

Who can take NSQ?

NSQs are available to adults and young people, employed, unemployed or underemployed or college students to upskills or reskill oneself for future jobs.

ENTRY REQUIREMENTS

There are no minimum academic entry criteria, except, for higher levels, proof of skills acquired and certain attributes needed from all the candidates. These include self-motivation to succeed within the industry, the ability to demonstrate that they have the potential to complete the qualifications which are part of the apprenticeship, etc.

BENEFITS OF NSQ:

The benefits of the NSQ are for the Company, Individuals and the Nation at large. NSQ promotes the productivity of the worker. The NSQ has now been approved into the nation's Scheme of Service by the Head of Service of the Federation in December 2023.

ACTORS OF THE NSQ:

The drivers in the implementation of the NSQ include, Sector Skills Councils (SSCs), Awarding Bodies (ABs), Regulatory Body (NBTE), Assessment Centres (AC) and Training Providers (TP). The last two may be one.

PROCESS OF NSQ DELIVERY:

There are procedures which individuals interested in acquiring an NSQ may follow. These include: identifying a Training Provider (TP), applying for a specific NSQ, assessment of the TP for appropriate qualification using approved National Occupational Standards (NOSs), etc.

ROLES AND RESPONSIBILITIES OF NSQ ACTORS:

Each of the actors listed above has its own roles and responsibilities as highlighted below:

- Roles and Responsibilities of NSQ Training Provider (TP)
 - Requirements to operate NSQ Training Centres
 - Conditions and Procedures for approving Training Provider (TP)
 - Roles and Responsibilities of Sector Skills Council (SSCs)
 - Requirements for a Sector Skills Council (SSCs)
 - Conditions and Procedures for Establishing Sector Skills Council (SSCs)
 - Roles and Responsibilities of NSQ Awarding Body
 - Requirements for an Awarding Body (AB)
 - Conditions and Procedures for Approving Awarding Body (AB)
 - Roles and Responsibilities of NSQ Regulatory Body – NBTE
 - Requirements of a Regulatory Body
- (For further details refer to www.nbte.gov.ng)



LIST OF TRADE AREAS, SECTOR SKILL COUNCILS (SSCs) AND APPROVED AWARDING BODIES

S/NO	TRADE	SSC CHAIR	AWARDING BODY
1	Plumbing	Council for Registered Builders of Nigeria (CORBON)	Nigerian Institute of Building (NIOB)
2	Masonry	Council for Registered Builders of Nigeria (CORBON)	Nigerian Institute of Building (NIOB)
3	Painting and Decoration	Council for Registered Builders of Nigeria (CORBON)	Nigerian Institute of Building (NIOB)
4	Tiling	Council for Registered Builders of Nigeria (CORBON)	Nigerian Institute of Building (NIOB)
5	Electrical Installation	Council for Registered Builders of Nigeria (CORBON)	Nigerian Institute of Building (NIOB)
6	Carpentry and Joinery	Council for Registered Builders of Nigeria (CORBON)	Nigerian Institute of Building (NIOB)
7	Welding (as it relates to construction)	Council for Registered Builders of Nigeria (CORBON)	Nigerian Institute of Building (NIOB)
8	Paint Making	Council for Registered Builders of Nigeria (CORBON)	Nigerian Institute of Building (NIOB)
9	Furniture Making	Council for Registered Builders of Nigeria (CORBON)	Nigerian Institute of Building (NIOB)
10	Aluminium Cladding	Council for Registered Builders of Nigeria (CORBON)	Nigerian Institute of Building (NIOB)
11	Floor Covering	Council for Registered Builders of Nigeria (CORBON)	Nigerian Institute of Building (NIOB)
12	Scaffolding,	Council for Registered Builders of Nigeria (CORBON)	Nigerian Institute of Building (NIOB)
13	Formwork	Council for Registered Builders of Nigeria (CORBON)	Nigerian Institute of Building (NIOB)

14	Concreting	Council for Registered Builders of Nigeria (CORBON)	Nigerian Institute of Building (NIOB)
15	Iron bending	Council for Registered Builders of Nigeria (CORBON)	Nigerian Institute of Building (NIOB)
16	Wall Cladding	Council for Registered Builders of Nigeria (CORBON)	Nigerian Institute of Building (NIOB)
17	Landscaping	Council for Registered Builders of Nigeria (CORBON)	Nigerian Institute of Building (NIOB)
18	Woodturning.	Council for Registered Builders of Nigeria (CORBON)	Nigerian Institute of Building (NIOB)
19	Hospitality & Catering	National Institute for Hospitality and Tourism (NIHOTOUR)	Institute of Tourism Professionals (ITP)
20	Travelling & Tourism	National Institute for Hospitality and Tourism (NIHOTOUR)	Institute of Tourism Professionals (ITP)
21	Event Decoration	National Institute for Hospitality and Tourism (NIHOTOUR)	Institute of Tourism Professionals (ITP)
22	Power System Protection	National Power Training Institute (NAPTIN)	Assoc. of Nigerian Elect Distr. (ANED) and NEMSA
23	Turbine Maintenance	National Power Training Institute (NAPTIN)	Assoc. of Nigerian Elect Distr. (ANED) and NEMSA
24	Mechanical Auxiliaries' Maintenance	National Power Training Institute (NAPTIN)	Assoc. of Nigerian Elect Distr. (ANED) and NEMSA
25	System Electrical Operation	National Power Training Institute (NAPTIN)	Assoc. of Nigerian Elect Distr. (ANED) and NEMSA
26	Power lines Worker	National Power Training Institute (NAPTIN)	Assoc. of Nigerian Elect Distr. (ANED) and NEMSA
27	Electrical Maintenance	National Power Training Institute (NAPTIN)	Assoc. of Nigerian Elect Distr. (ANED) and NEMSA
28	Articulated Vehicles Driving	Nigerian Driving School Proprietors Association	Federal Road Safety Corps (FRSC)

29	Refrigeration and Air Con. Installation and Maintenance	Nigerian Academy of Engineering	Council for the Regulation of Eng. in Nigeria (COREN)
30	Technical Facility Management	Nigerian Academy of Engineering	Council for the Regulation of Eng. in Nigeria (COREN)
31	Railway Technology	Nigerian Academy of Engineering	Council for the Regulation of Eng. in Nigeria (COREN)
32	Solar photovoltaic	Nigerian Academy of Engineering	Council for the Regulation of Eng. in Nigeria (COREN)
33	Industrial Mechanics	Nigerian Academy of Engineering	Council for the Regulation of Eng. in Nigeria (COREN)
34	Industrial Electronics	Nigerian Academy of Engineering	Council for the Regulation of Eng. in Nigeria (COREN)
35	Tri-cycle Assembly and Maintenance	National Automotive Design and Development Council (NADDC)	Council for the Regulation of Eng. in Nigeria (COREN)
37	Motorcycle Repairs and Maintenance	National Automotive Design and Development Council (NADDC)	Council for the Regulation of Eng. in Nigeria (COREN)
38	Automobile Mechanic	National Automotive Design and Development Council (NADDC)	Council for the Regulation of Eng. in Nigeria (COREN)
39	Auto Gas Vehicles	National Automotive Design and Development Council (NADDC)	Council for the Regulation of Eng. in Nigeria (COREN)
40	Electric Vehicles Maintenance	National Automotive Design and Development Council (NADDC)	Council for the Regulation of Eng. in Nigeria (COREN)
41	Feed Production	Sustainable Agric. & Mech. Acad. Ltd/Gte	NIAS / SNL
42	Poultry Production	Sustainable Agric. & Mech. Acad. Ltd/Gte	NIAS / SNL
43	Poultry House Maintenance & Installation	Sustainable Agric. & Mech. Acad. Ltd/Gte	NIAS / SNL

44	Animal Husbandry (poultry, cattle, sheep/goat)	Sustainable Agric. & Mech. Acad. Ltd/Gte	NIAS / SNL
45	Aquaculture	Sustainable Agric. & Mech. Acad. Ltd/Gte	NIAS / SNL
46	Fisheries	Sustainable Agric. & Mech. Acad. Ltd/Gte	NIAS / SNL
47	Rice Milling	Sustainable Agric. & Mech. Acad. Ltd/Gte	ARCN
48	Crop Production	Sustainable Agric. & Mech. Acad. Ltd/Gte	ARCN
49	Pasture Cultivation	Sustainable Agric. & Mech. Acad. Ltd/Gte	ARCN
50	Bee Keeping	Sustainable Agric. & Mech. Acad. Ltd/Gte	ARCN
51	Agricultural Implements	Sustainable Agric. & Mech. Acad. Ltd/Gte	ARCN
52	Horticulture Production	Sustainable Agric. & Mech. Acad. Ltd/Gte	ARCN
53	Web application Development	NIIT	Computer Professional Registration Council of Nigeria
54	Telecommunication Technology	NIIT	Computer Professional Registration Council of Nigeria
55	Mobile Application Development	NIIT	Computer Professional Registration Council of Nigeria
56	Digital Service Operations	NIIT	Computer Professional Registration Council of Nigeria
57	Creative Media Production	ZCOM	Computer Professional Registration Council of Nigeria
58	Social Media Communication	ZCOM	Computer Professional

			Registration Council of Nigeria
59	Computer Hardware Maintenance and Repairs	NIIT	Computer Professional Registration Council of Nigeria
60	GSM Repairs	NIIT	Computer Professional Registration Council of Nigeria
61	Satellite Installation and Maintenance	NIIT	Computer Professional Registration Council of Nigeria
62	Photography and Cinematography	ZCOM	Computer Professional Registration Council of Nigeria
63	Cosmetology	Association of Fashion Designers, leather works and apparel	NABTEB and Skills Nigeria Limited (SNL)
64	Leather Works	Association of fashion designers, leather works and apparel	NABTEB and Skills Nigeria Limited (SNL)
65	Fashion Design	Association of fashion designers, leather works and apparel	NABTEB and Skills Nigeria Limited (SNL)
66	Health and social care	Skills Care Development Organization	Quality Vocational Skills Empowerment (QVSE)
67	Play Work Child Care Development	Skills Care Development Organization	Quality Vocational Skills Empowerment (QVSE)
68	Early Years Child Care and Education	Skills Care Development Organization	Quality Vocational Skills Empowerment (QVSE)
69	Child Care Development	Skills Care Development Organization	Quality Vocational Skills Empowerment (QVSE)
70	Teacher Qualification Training	Skills Care Development Organization	Quality Vocational Skills Empowerment (QVSE)

71	Vigilante Services (Homeland Security)	ONSA	Nigerian Civil Defence Corps (NCDC)
72	Traditional Medicine Practice	Raw Materials Research & Dev. Council, Abuja (acting)	Nigeria Nat Med Dev Agency, Lagos
73	Occupational Safety & Health	Occupational Safety & Health (OSHA-UK)	Inst. of Safety Prof (ISPON) & Inst. Disaster Man. (IDMSS).
74	Oil and Gas	Education and Training (E & T) Sectorial Working Group of Nigerian Content Consultative Forum (NCCF) led by NCDMB	Oil and Gas Trainers Association (OGTAN) & NIW for Underwater Welding
75	Geriatric Social Care	To be elected in 2026	National Senior Citizen Centre and Skills Nigeria Limited (SNL)
76	Quality Assurance Assessor	NBTE Centre of Excellence for TVET and Skills Nig Ltd (SNL)	Quality Assurance Assessor
77	Internal Quality Assurance Manager	NBTE Centre of Excellence for TVET and Skills Nig Ltd (SNL)	Internal Quality Assurance Manager
78	External Quality Assurance Manager	NBTE Centre of Excellence for TVET and Skills Nig Ltd (SNL)	External Quality Assurance Manager

QAMs TRAINING SCHEDULE

The following gives the schedules for the training of quality assurance assessors and managers of the NSQF

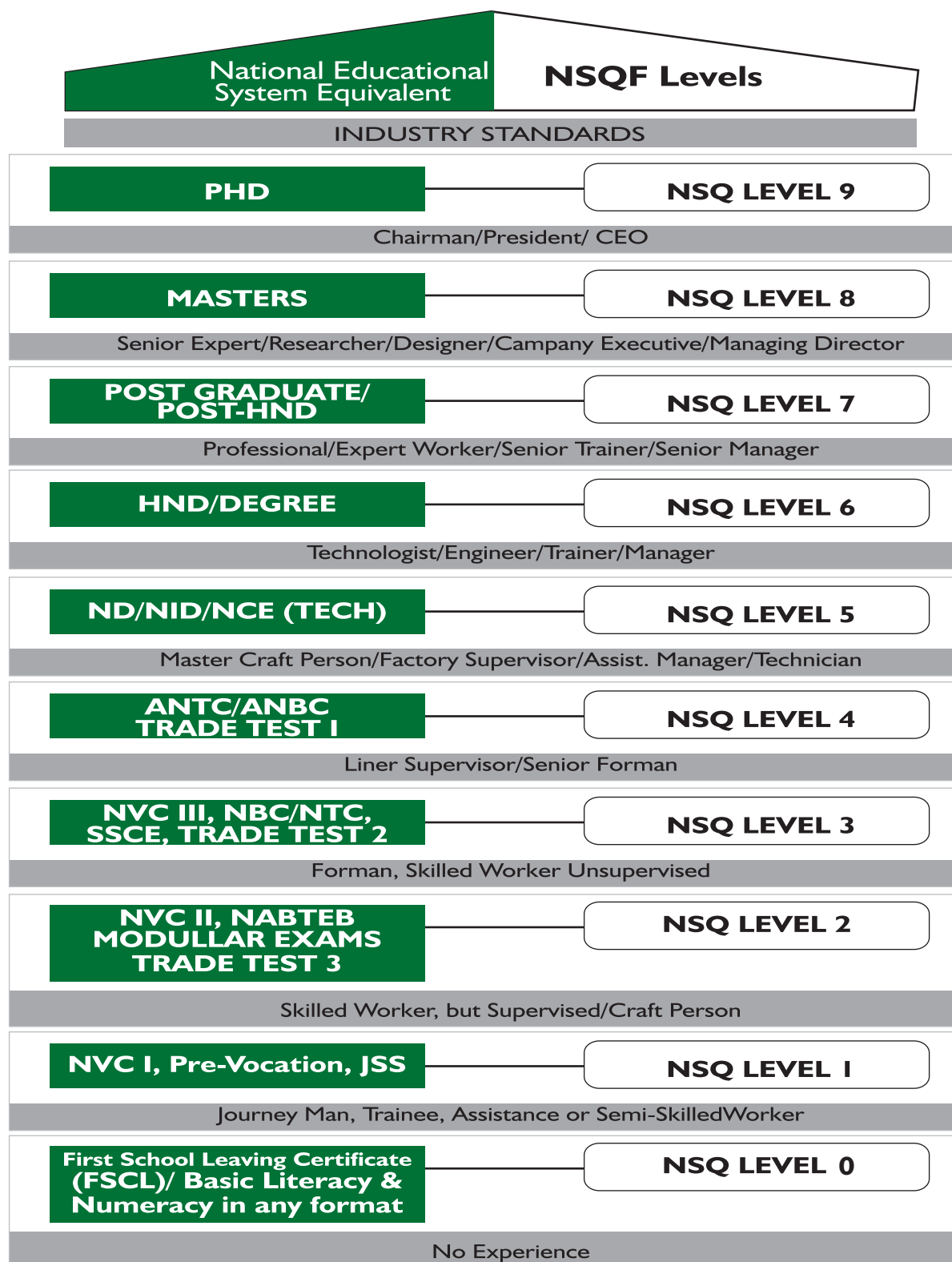
S/N	Qualification	In-Class Training	Field Work	In-class Training	Expiry
1	Quality Assurance Assessor (QAA)	1 week	8 – 12 weeks	1 week	6 months
2	Internal Quality Assurance Manager (IQAM)	1 week	8 – 12 weeks	1 week	6 months
3	External Quality Assurance Manager (EQAM)	1 week	8 – 12 weeks	1 week	6 months

In addition to the above, NBTE has launched the QAA Training online (for Unit 1) to allow more access. For further details contact NAPTIN, Abuja or NBTE Centre of Excellence in Kaduna.

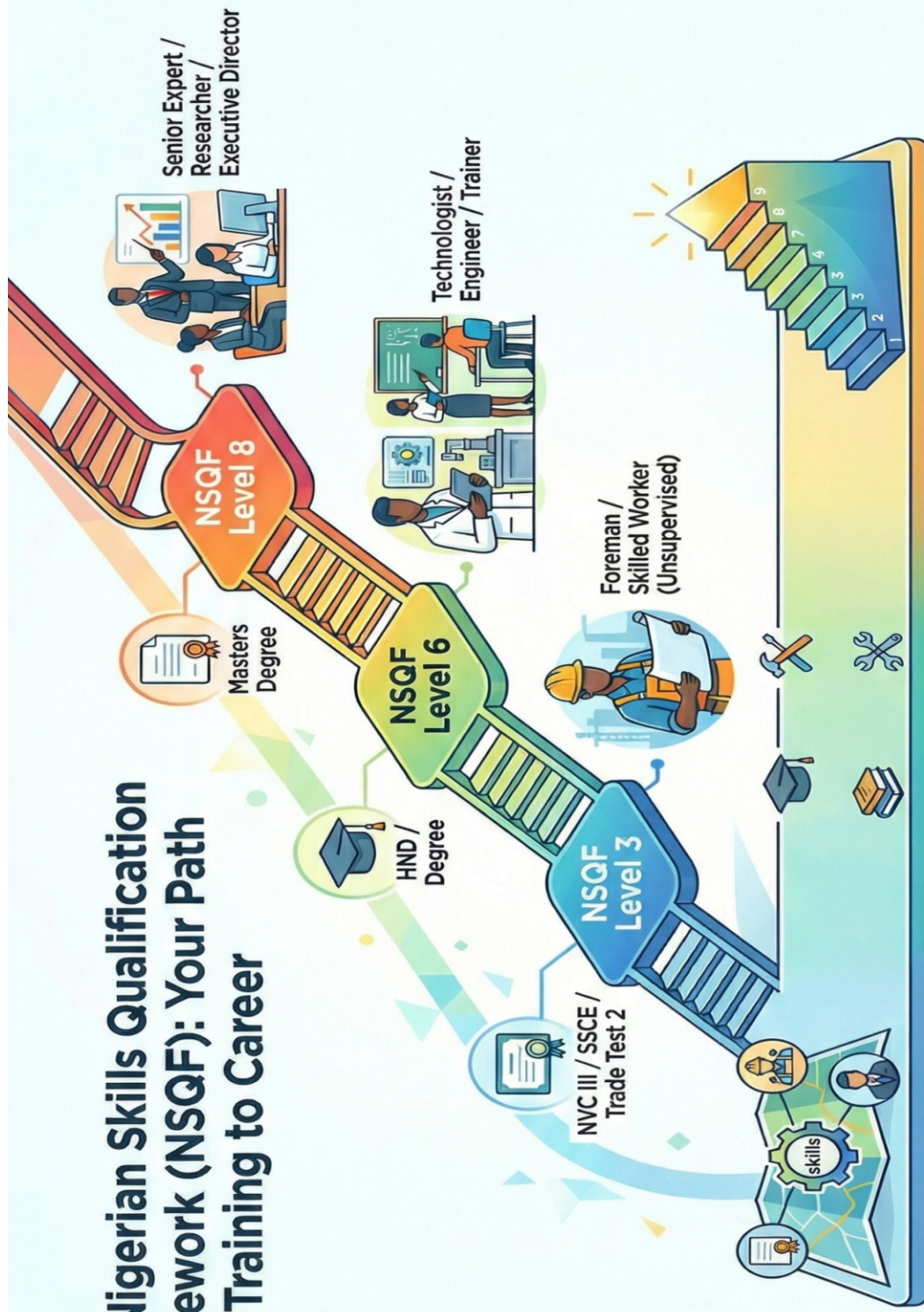
NOTE:

- QAM Training is competency-based and has minimum Guided Learning Hours (GLH) which must be attained
- Candidate to redo the training if she/he fails to complete within 6 months (expiry period)
- The minimum period for CPD is 24 hours every year
- The minimum academic entry requirement is ND, NCE or equivalent (NSQ Level 5); and a valid national certification of occupational competence such as NSQ.

Revised Nigerian Skills Qualification Framework (NSQF)



The Nigerian Skills Qualification Framework (NSQF): Your Path from Training to Career



A National Standard for Skills

The NSQF maps educational qualifications to recognized skill levels and corresponding job roles.

Unifying Academic and Vocational Paths

It integrates formal degrees with vocational certificates, valuing all forms of learning.

A 9-Level Ladder for Career Growth

The framework provides a clear progression from entry-level roles to top executive leadership.

RECOGNITION OF PRIOR LEARNING (RPL)

Background

Recognition of Prior Learning (RPL) is a key component of the National Skills Qualifications Framework (NSQF), designed to formally recognise and certify the knowledge, skills, and competencies individuals have acquired through informal, non-formal, or experiential learning — whether on the job, through self-employment, or community-based practice. RPL ensures that learning achieved outside the classroom is given the same value as that obtained through formal education, thereby promoting lifelong learning, inclusiveness, and employability. This is a low-hanging fruit for Nigeria and Skills Training Centres are encouraged to promote RPL.

Objectives of RPL

- To identify, assess, and certify skills acquired through informal and non-formal learning. This shall cover roadside practitioners and such other settings.
- To promote the dignity of labour and recognition of skilled work.
- To enhance access to further education and employment.
- To integrate informal sector workers into the National Skills Qualifications Framework (NSQF).
- To support Nigeria's transition toward a skills-driven economy.

Benefits of RPL in Nigeria

- **Formalization of the Informal Sector:** This is the most critical benefit. With an estimated 75% of the Nigerian workforce in the informal economy, RPL provides a pathway for skilled but uncertified individuals (e.g., mechanics, tailors, welders, builders, etc.) to obtain a formal certificate.
- **Enhanced Employability and Mobility:** A formal qualification improves a worker's competitiveness in the job market, increases their access to decent jobs, and facilitates domestic and international labour mobility.
- **Career Advancement and Higher Earnings:** Certified skills can lead to promotions, higher salaries, and access to new career paths.
- **Lifelong Learning and Motivation:** Recognition boosts the self-esteem and confidence of workers, encouraging them to pursue further education or training.
- **Increased Economic Competitiveness:** By recognizing and certifying the existing skills of its workforce, Nigeria can improve its overall productivity and economic growth.

PROCEDURE FOR RPL

Candidates are to approach any of the NBTE accredited Skills Training/Assessment Centres (<https://www.digitalnbte.nbte.gov.ng/Public/PUCVEIs>) and apply for RPL. Centres that have QAA Assessors trained as RPL Assessors shall follow the following procedures:

1. Screen candidates and provide a form to be completed.
2. Candidates are counselled and fully briefed on the RPL process, its benefits (e.g., NSQ certification, financial incentives, and accidental insurance coverage), and the requirements of the National Occupational Standards (NOS).
3. Folder for the candidate shall be opened capturing relevant data.
4. **Orientation:** the aim is to standardize candidate knowledge and prepare them for the formal assessment. Mandatory Orientation (typically 12 Hours) is done covering Domain-Specific (addressing core skills and knowledge) gaps identified during counselling, Soft Skills and Entrepreneurship (enhancing overall employability), and familiarization with the assessment process, explaining methods, criteria, and assessment tools.
5. Evidences of all previous works shall also be compiled for assessment. This could include letters from employers, work samples and photos, previous training records, etc.
6. Final Assessment: this is the formal validation of the candidate's prior learning against NSQF standards. It must be demonstrated that the candidate can perform the job role consistently and competently, regardless of whether the skill was acquired formally or informally.
7. Invitation of Awarding Body to review the assessment and award certificate.
8. Appeals: a procedure must be in place to allow candidates to appeal against the assessment decision, ensuring fairness and transparency.

The administrative burden lies primarily with the Training Centre to ensure quality control, adherence to NOS, timely completion of the orientation, and accurate recording of assessment outcomes and invitation of awarding body.



For further details please refer to:

www.nbte.gov.ng

<https://www.digitalnbte.nbte.gov.ng>

Or write to:

**The Executive Secretary,
National Board for Technical Education (NBTE),
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Email: es@nbte.gov.ng**



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