

BLUE PRINT ON HUMAN CAPITAL DEVELOPMENT IN EBONYI STATE BY ODO STEPHEN, Ph.D, COMMISSIONER FOR HUMAN CAPITAL DEVELOPMENT AND MONITORING, SEPTEMBER, 2019

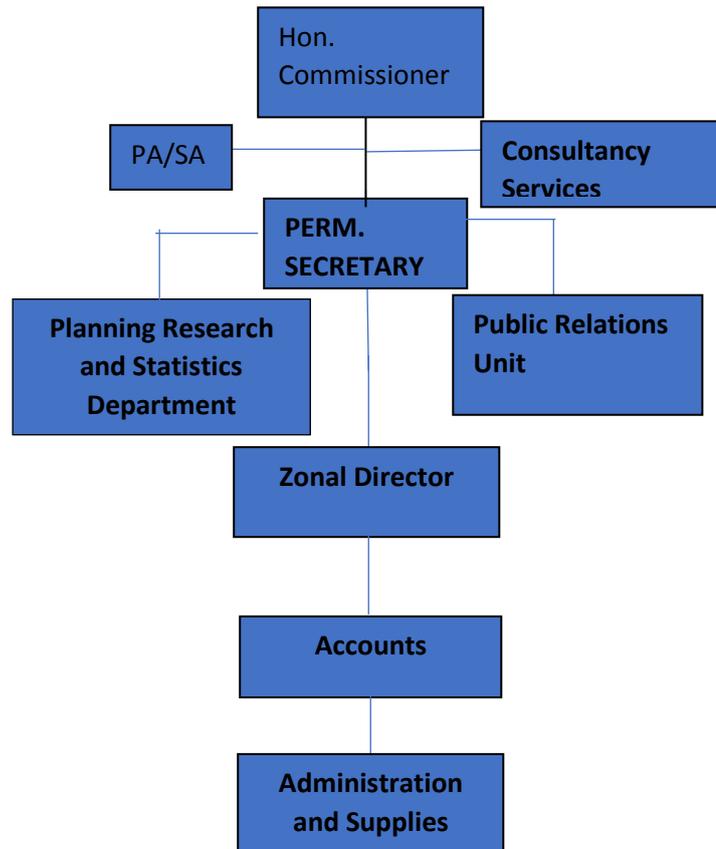
BACKGROUND

The ministry formerly known as the Ministry of Economic Empowerment and job creation on May 29th, 2015 was renamed the Ministry of Human Capital Development and Monitoring on December 2018. Its mandate is to carry out all the empowerment/human capital development programmes of the state government and to carry out such other directives as may be given by the Governor and the State Executive Council.

ORGANOGRAM OF THE MINISTRY

1. Office of the Hon. Commissioner.
2. Office of the Permanent Secretary
3. Department of Administration and Supplies
4. Department of Accounts
5. Planning Research and Statistics Unit
6. Public Relations Unit
7. Zonal Director

ORGANOGRAM OF THE MINISTRY



VISION

To be a frontline ministry that drives Healthy, Educated and Productive Ebonyians for all round Development and Global Competition..

MISSION

- The ministry's strategic objective is to increase the human capital index through training, helping our citizens secure jobs and increasing the knowledge base of the citizenry.

- To coordinate all efforts and interventions towards developing Healthy, Educated and Productive Ebonyians.

CORE VALUE

Excellence, Integrity, Commitment, Hard work

EXECUTIVE SUMMARY

In considering what transforms the economies of the world, we must ask the critical question; “What is it all about?” More than natural resources, to build a nation’s economy, what it comes down to is the quality of the people the nation has. The UAE has largely transitioned from an oil driven economy into one that is knowledge based by promoting research and development. And by developing their human capital, they have become global leaders in innovations and technology.

We can also do the same. Everyone must realize that with skill acquisition and entrepreneurship, we can facilitate rapid development in Ebonyi State. Ours is a young state; comprised of a young and vibrant populace. We can harness their energy and creativity by equipping them with modern skills which can be improved through entrepreneurship development.

It’s time to promote a new culture with skill acquisition and entrepreneurship because when our economy is led by high impact entrepreneurs, they will grow enterprises that can increase the demand and capacity for skilled labour while providing employment and stable wages for our fast-growing population.

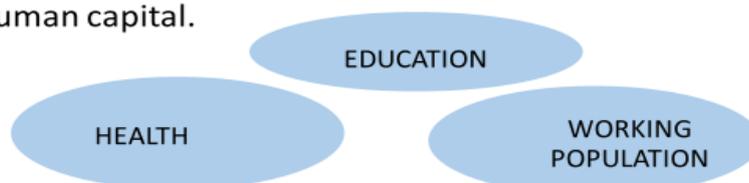
This is our Mission at the Ministry of Human Capital Development and Monitoring which is geared towards meeting this demand by matching the talents and drive of our youths with relevant skills required to build these enterprises.

According to Africa's foremost industrialist, Alh. Aliko Dangote, *“Only a properly educated workforce and entrepreneurial class will have the skills and drive to tackle the continent's most pressing challenges because the combination of knowledge and skill has become the global currency of the 21st century economies.”*

For us in the Ministry of Human Capital Development and Monitoring, this is what it's all about

The HCP has three components

- It is a program with **Learning and employment**
- A program concerned with Measurement and research to inform policy action, and
- A program with strategies to accelerate investment in human capital.



The two key barometers to gauge the development of human capital are education and health. It is therefore necessary to observe that Ebonyi State has not been recorded positively in those two key areas for a range of time.

Based on the most recent available data, Ebonyi State has a labour force(**working population**) totaling 1.53 million as at the third quarter of 2018. This places the State in the lowest sixth position among the Nigerian States, ahead of Zamfara, Nasarawa, Bayelsa, Yobe and Gombe States. During this period, almost 323,000 persons was unemployed, with total unemployment rate of 21.1% and additional underemployment rate of 19.7%. This brings the total unemployment and underemployment rates to over 30%. That is a huge potential to contribute to overall economic activities being lost due to limited engagement and non-engagement in productive activities. The state still reports high infant mortality rate 82/1000 and Under5 mortality rate of 131/1000, high number of malnourished children, inadequate skilled human resource for health, health infrastructure deficit etc.

In education sector, the state still lists among the states with high number of out-school children, poor infrastructure, lack of qualified teachers, and ignorance on the part parents among other limiting factors. At the root of the high unemployment and poverty rates is a weak education system. A few statistics illustrates the weak state of education in the State. At the end of 2016, there were only 9,036 professional teachers registered with the Teachers Registration Council of Nigeria. In contrast, neighbouring States like Abia and Enugu recorded much higher figures during the same period with 12,504 and 12,590, respectively. Out of 259 students that sat for the Nov/Dec 2016 NECO, only 127 or 49% had a credit pass in English and Mathematics and only 114 or 44% had 5 credits that include English and Mathematics. Anambra State recorded almost 70% in the same exams. During the academic year of 2014/2015, only 885 indigenes of Ebonyi were registered in Federal higher institutions across the country. At the end of 2016, there were only 2 technical schools in Ebonyi, implying that technical and vocational education which is

able to provide quick entrepreneurship and employment skills are minimal. Anambra and Imo had 13 and 10, respectively, during the same period.

Thankfully, Governor Umahi's led administration places Human Capital Development as a tool for fast tracking socio-economic development of the State through the overall development of the citizens. Hence, the huge investment in areas such as education, health and human empowerment. Currently about three (3) vocational schools are being established to complement the existing ones in the state which will place the state in a good stead to churn out more entrepreneurs.

SPECIFIC CHALLENGES

A. HEALTH

1. High rate under-5 mortality
2. High rate of malnutrition
3. High cost of Out of Pocket Expenditure
4. Low level of Life Expectancy
5. Inadequate skilled Human Resource for Health
6. Inadequate Health infrastructure
7. Funding

B. EDUCATION

1. High rate of out-of-school children
2. Lack of adequate teaching and learning
3. Lack of effective monitoring/supervision
4. Uneven spread of teachers across schools
5. Shortage of teachers in core subject Areas
6. Loss of confidence in public schools
7. Funding
8. Education for Development – Vocation, Entrepreneurship
9. Inadequate school infrastructure

C. LABOUR FORCE PARTICIPATION

1. High rate of unemployment (especially youth and women)
2. Inadequate capacity for Ebonyi work force
3. Lack of strong system to support the recovery of empowerment loans.
4. High civil service attrition rate
5. High rate of Absenteeism
6. Lack of skills for young graduates

D. EASE OF DOING BUSINESS

Doing Business project offers information on the following datasets:

- **Starting a business** – Procedures, time, cost, and minimum capital to open a new business
- **Dealing with construction permits** – Procedures, time, and cost to build a warehouse
- **Getting electricity** – procedures, time, and cost required for a business to obtain a permanent electricity connection for a newly constructed warehouse
- **Registering property** – Procedures, time, and cost to register commercial real estate
- **Getting credit** – Strength of legal rights index, depth of credit information index
- **Protecting investors** – Indices on the extent of disclosure, extent of director liability, and ease of shareholder suits
- **Paying taxes** – Number of taxes paid, hours per year spent preparing tax returns, and total tax payable as share of gross profit
- **Trading across borders** – Number of documents, cost, and time necessary to export and import
- **Enforcing contracts** – Procedures, time, and cost to enforce a debt contract
- **Resolving insolvency** – The time, cost, and recovery rate (%) under bankruptcy proceeding
- **Distance to frontier** – Slows the distance of each economy to the "frontier," which represents the highest performance observed on each of the indicators across all economies.
- **Entrepreneurship** – Measures entrepreneurial activity.
- **Good practices** – Provide insights into how governments have improved the regulatory environment in the past in the areas measured by *Doing Business*
- Transparency in business regulation

Based on the above indicators, Nigeria ranked 146 out of 190 in 2018 in the ease of doing business; imagine the ripple effect of such performance in Ebonyi State human capital activities. The ministry to this end will collaborate with other MDAs, Agencies and relevant stakeholders in the private sector to create an investment friendly environment for Ebonyi populace.

PRELIMINARY ACTIONS

Action Plan: Development of a comprehensive action plan to guide the ministry of HCD&M in coordinating the interventions of partners and regulating the activities of staff and potential beneficiaries in Ebonyi state.

Development Financing /Strategic Meetings:

Meetings with the ministry's management staff, Community Social Development Agency, Innoson Group of Companies, FIDA, Exim Bank of South Korea, Proprietor Umuebe Farms and farm college, State manager Industrial Training Fund, State office National Directorate of Employment, National Assembly members representing Ebonyi state, other relevant MDAs in the state and Leadership of Artisans in the state. The Commissioner started engagement of several partners like Commercial Banks, Health Policy Plus (HP+) etc on the possibility of alternative funding option to enable us drive our local content policy (**Meetings held**), and discussions at various stages with expectations of positive outcome.

Awareness and Advocacy: Mounting aggressive awareness campaigns to maintain visibility and readiness to address the problems of human capital in the State through advocacy, Jingles, commentaries and Live programmes. The commissioner on assumption held meetings with the media to facilitate modalities on how to disseminate information on the Ministry's policies, visions and activities through live Radio awareness campaign on the mandate of human capital development.

THREE (3) BASIC AREAS OF CONCENTRATION

(1) SOCIAL INCLUSION (HEALTH): Increase in mortality rate, out of pocket spending which hinders access to health services, low life expectancy, high rate of malnutrition and high rate of unskilled human resource for health etc, continue to impede efforts in human capital development in the State. The ministry of HCD&M in collaboration with ministry of Health and other Partners will develop and implement intervention that will address the challenges; as “A Healthy Nation is a Wealthy Nation”.

(2) SOCIAL PROTECTION (EDUCATION): The problem of poor quality as education outcome is as associated with inadequate teaching/learning, truancy, loitering, hawking in schools, substandard private schools, unapproved private schools etc. This will be tackled frontally through policy direction, day-to-day effective monitoring and supervision.

Education for development: In order to build a functional education system emphasis must be placed on vocations, skills and entrepreneurship. The ministry will collaborate with the Ministry of Education and other partners to ensure technical/vocational skills in the school system in alignment with modern day industrial needs. In addition to monitoring, the ministry will seek the partnership of industry leaders or successful businessmen and women, especially youths who will provide entrepreneurial mentorship training for students in schools and talk to the students on entrepreneurship and alternative job opportunities through agricultural value chain, mining, etc.

(3) GENDER EMPOWERMENT (LABOUR FORCE PARTICIPATION): The issue of graduates who do not have requisite industrial skills, civil servants that are redundant without modern day skills including ICT, youths who drop out from school with no capacity. In order to address these challenges, the ministry in collaboration with funding Agencies, Industry leaders, entrepreneurship mentors will provide the needed skills through trainings, mentorship programmes and empowerment funding. The ministry intends to introduce “**Project 171**” with the idea to train and empower one person in each

of the 171 wards of the State with possible funding from indigenes of the ward. This will increase opportunities for employment and labour participation.

The ministry has also trained 500 participants on SMEs activities, as they await disbursement under the Stimulus Project. The market women and Artisans are being profiled for fund opportunities.

CIVIL SERVANTS CONTINUOUS TRAINING PROGRAMME

The Ebonyi State Civil Servant working moral is relatively low compared to most corporate organizations. Kudos for what they have been able to achieve when no enhancement trainings had been offered; yet they provide services to citizens without question. The quality of the service provided is like the quality of an entry level officer with very little enhancement. This is not their fault and yet they are expected to produce optimally and take up challenging responsibilities when they have not been trained towards such. The primary reason for these limitations is training of course. Most officers at the rank level of 15 have been promoted gradually into those ranks without any additional training since they joined their respective ministries.

We have drawn up plans to change this tide; knowing fully well, that civil Servants bring value and can bring more value if they receive training especially continuous. Just like we are training them to become farmers with knowledge on farming; they need to be trained for new leadership and skills for the enhancement of our government operations at all levels

These trainings planned will include examinations to ensure discipline and that a learning is achieved.

ALTERNATIVE FUNDING MODEL (AFM)

Government alone cannot provide all that is needed for human capital development in the State. The ministry will, therefore, solicit the

support/partnership of all stakeholders in that regard. The ministry in collaboration with The Industrial Training Fund (ITF) have so far over 330 Ebonyians in 2018 while about 340 persons have been mobilized for training in various skills and vocations this year through several empowerment schemes such as The National Industrial Skill Development Program (NISDP), Passion to Profession (PTP), Women's Empowerment Programme (WEP), Construction Empowerment Programme (CEP) and are currently training 30 Ebonyi citizens in a Fashion Design Empowerment Programme. While 60 youths selected across the state were offered admission for 2019/2020 session into UMUEBE FARMS & FARM COLLEGE. The Ministry has invited Exim Bank of South Korea for discussion based on their proposal to partner with the state Government in relevant sectors and discussions are in advanced stage with the Corporate Social Responsibility Unit of the NNPC, African Development Bank, Bank of Industry and Access Bank in the funding of the ministry's human capital development initiatives.

In order to encourage people to buy into this programme, the names of our partners will be engraved on the facilities they build/provide and they will be given awards as **Human Capital Development Ambassadors** in recognition for their partnership with the State Government.

The identified stakeholders include but not limited to:

- ❖ National Assembly members
- ❖ State House of Assembly members
- ❖ Commissioners
- ❖ Local Government Chairmen
- ❖ Coordinators of Development Centre
- ❖ Banks
- ❖ Ebonyians in Diaspora
- ❖ Philanthropists
- ❖ Friends of Ebonyi
- ❖ Industrialists who have business interests in Ebonyi state

- ❖ Development Partners, like UNICEF, Bill Melinda Gate, DFID, World Bank, etc

Individuals and institutions that fall into the above category will be identified and letters written to them. In the letter, priority areas of intervention will be spelt out from where they can choose one or more projects to execute.

MONITORING AND SUPERVISION

As part of the ministry's monitoring system, we are currently scrutinizing the business plans of all graduate trainees of the Stimulus Project with a special focus to review their choice of businesses and the amount of funds applied for before cash disbursement is made. Also, the Ministry will closely monitor the 3,000 beneficiaries of the GUMEBBA programme to ensure good use of funds and material empowerment. The Ministry is keen to utilize and maximize the N-power programme especially as it regards the placement of volunteers in appropriate offices where the state government is in dire need of their services. The N-Power programme has so far engaged 2,083 in N-Agro, 634 (N-Health) and 3790 (N- Teach) with a total number of 6,508 across the 13 LGAs. By the objective of the programme, the empowered populace should to a large extent reduce the unemployment rate in the state. The ministry has consciously started the process and will continuously track the effectiveness of these employees and trainees through regular monitoring and supervision in collaboration with all the concerned MDAs and make adjustments were necessary.

This supervision will ensure maximum utilization of available manpower in the State, discover absconded personnel, reduce absenteeism, and increase productivity across the correlated MDAs and the State at large.

REQUIRED ACTIVITIES

1. Keep the Governor abreast on the outcome of State Onboarding Workshop on Prioritizing and improving the human capital development base in Nigeria
2. His Excellency will constitute the state Core Working Group as directed during the state onboarding workshop held in Abuja to enable the state identify the existing gaps and targets.
3. Working with NCWG to set up meeting with Governor and Deputy Governor to discuss priority outcomes and targets.
4. Work with the State Core Working Group to compile list of existing interventions and budget in the State.
5. Hosting of Ebonyi 2019 Economic summit in collaboration with 13 LGAs to enable the state interface with Investors, Development partners and Ebonyi business community on the economic growth of the vibrant state.
6. Conduct tour visit to States that has HCD ministry or Agency to review possible interventions that can increase results.
7. Cascade HCD training to staff of HCD&M by Hon. Commissioner
8. Conduct meeting with relevant stakeholders to assess the baseline of human capital development in the State.
9. Conduct a baseline survey on human capital development in Ebonyi state
10. Conduct advocacy visit to relevant stakeholders on need for increased HCD in the State
11. Hold workshop with relevant stakeholders to develop Ebonyi State HCD&M operation guideline (in terms of goals, targets, priorities and intervention).
12. Conduct entrepreneurship and skill training for fresh graduates and beneficiaries of Empowerment programme
13. Organizing Public Talk shop for quarterly and annually to help inspire the youths and even adults in different areas
14. Develop Website and database for ministry of HCD&M

15. Conduct free monthly entrepreneurship programme for the SME's in the state every last Saturday of the month
16. Conduct training for staff on best practices on result-based project implementation.
17. Facilitate the implementation of the stimulus project and the market women empowerment programme,
18. Initiate selection process for the proposed project 171 empowerment programme in collaboration with LGA Chairmen, Coordinators and Town Union stakeholders.
19. Continuous interface with MDAs and UBEB on how to place our youths in their various activities based on identified skills (local content policy).
20. General Implementation of our local content policy through Placement and attachment
21. Organize entrepreneurship training for Ebonyi public office holders.
22. The development and management of a database for both Ebonyi state workforce (public servants) and labour force (unemployed).
23. Organize trainings for intending beneficiaries of the Ebonyi State civil servants Agro based loan programme
24. Sensitization programme for beneficiaries of Ebonyi empowerment programme at the senatorial zones.

RECOMMENDATION

We therefore request the State Executive Council to approve the following activities of the Ministry:

1. His Excellency should constitute the State Core Working group as directed during the State Onboarding workshop at Abuja to identify existing gaps and targets.
2. The hosting of 2020 Ebonyi State Economic summit in collaboration with 13 LGAs and relevant stakeholders.

3. His Excellency should approve the Procurement of 2 No. Hilux for Monitoring of projects and programmes for the Ministry of HCD&M and Consultant
4. The ministry's tour of 5 States that has HCD ministry or Agency to review possible interventions that can increase results.
5. Conduct 3 days Investment trainings for 2,020 Ebonyi public office holders in 3 categories.
6. Conduct 5 days entrepreneurship and skill training for 650 fresh graduates with 5 resource persons (50 persons per LGA)
7. Develop Website and database for Ministry of HCD&M
8. Conduct 3 days zonal sensitization programme for 3000 beneficiaries of Ebonyi empowerment programme, 1000 in each senatorial zone
9. The development and management of a database for both Ebonyi state workforce (public servants) and labour force (Unemployed). See attached templates
10. The Ministry's free use of Staff Development Center, Women Development Center, International Conference Centre ICC Halls as the case may be for free entrepreneurship trainings every last Saturday of the month for intending entrepreneurs and beneficiaries of our empowerment programmes.

Dr. Odo Stephen I.
Hon. Commissioner, HCD&M