

United Nations Development Programme



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Project Initiation Plan (PIP)

Project Title:	Nigeria Jubilee Fellowship Programme
Expected CP Outcome(s):	Outcome 8: By 2022, Nigeria's population dynamics becomes a strong basis for national development and resource management through better use of demographic intelligence.
Initiation Plan Start Date:	1 January 2021
Implementing Partner	UNDP with the Office of the Vice President of Nigeria as the key interlocutor

Brief Description

With 19% of Nigeria's population aged between 15-24, 27% between 25-49 years and the population expected to have doubled by 2050 including more than 50% youth, investing in Nigeria's youth becomes more urgent than ever. While youth unemployment and underemployment reach 40%, Nigeria produces about 600,000 graduates to the labour market every year. Despite this human capital and technical expertise, the employment and labour markets in public and private sector do not favor young and recent graduates, thereby contributing to the growing outflux of economic migrants from the African continent to developed countries and the phenomenon of brain-drain.

In response to this complex development challenge, UNDP, in partnership with the Federal Government of Nigeria, seeks to invest in the next generation of leaders by establishing a Youth Fellowship Programme (NJFP) as a platform for empowering outstanding young Nigerians with practical '*on-the-job*' skills and leadership competences through a twelve-month fully paid placement opportunity.

Under this programme, highly qualified recent graduates from the National Youth Service Corps (NYSC) will be provided with a unique work opportunity within Government, UN Agencies, Development Organizations and Private Sector institutions with the intention of enhancing their professional and leadership capacities to meaningfully participate in the social and economic development prospects of their country. It is expected that this programme will contribute towards improving the employability of the Fellows; help to kick start their careers in the international development and public sectors, while also transferring requisite skills and competences for those seeking to venture into entrepreneurial activities in the private sector. In so doing, the Fellowship is also expected to assist in reversing the brain-drain problem and tackling irregular emigration by making young professionals especially new graduates more competitive on the domestic labour market.

A first cohort of 20,000 Fellows will be inducted into the programme within the first year with the objective of expanding the programme to 25,000 in the second year.

The purpose of this Project Initiation Plan is to develop the Nigeria Jubilee Fellowship Programme Framework; establish the key Standard Operating Procedures, technology-based Systems and final programme document.

Programme Period:	January-June 2021
Atlas Project Number:	_____
Atlas Output ID:	_____
Gender Marker:	_____

Total resources required	\$300,000
Total allocated resources:	
• Regular	_____
• Other:	
○	
○ Donor	_____
○ Government	_____
Unfunded budget:	_____
In-kind Contributions	_____

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I. CONTEXT AND PURPOSE

CONTEXT

1. Nigeria is Africa's most populous country with an estimated population of 206 Million¹ and an annual population growth rate of 2.6%². 19% of her population is aged between 15-24 while 27% falls between 25-49 years³. Cumulatively, Nigeria contributes close to 20% of the continent's youthful population. Any efforts to foster social and economic transformation of the continent and Nigeria in particular, will therefore require deliberate efforts to empower and meaningfully engage this demographic as agents for development.
2. By 2050, Nigeria's population is expected to have doubled, reaching more than 400 million and becoming the third largest country in the world.⁴ More than half of its population will be under the age of 30 years. Investing in Nigeria's youth is therefore becoming more urgent than ever.
3. Unemployment and under-employment remain one of the key development challenges facing young people in the country and undermining the prospects of Nigeria to achieve its development aspirations and fulfil her potential as the continent's largest economy.
4. According to the National Bureau for Statistics' report of 2018, over 13.9 million youth are unemployed. The highest unemployment rate was recorded for youths between 15 – 24 years standing at 40.8%, followed by those aged between 25 – 34 years at 30.7%.⁵
5. These high rates of unemployment in young Nigerians is not as a result of limited human capital. Nigeria is endowed with highly skilled and knowledgeable youth. With more than 300 tertiary education institutions (134 polytechnics and 174 universities) and an enrolment population of about 2 million, Nigeria produces about 600,000 graduates to the labour market every year⁶ (*See Figure 1*).
6. While this segment of Nigerian youth has the potential to significantly contribute towards the country's labour force, and participate meaningfully in the development of their country, they remain largely unemployed and underemployed. Over 30.8% of those holding first degrees remain without jobs; 22.9% with master's degrees still unemployed and 23.3% of those with doctorates unengaged.
7. Despite the human capital and technical expertise, the employment and labour markets in public and private sector do not favor young and recent graduates. The few opportunities available are highly competitive in proportion to the great demand, and this competition is further amplified by requirement for professional work experience, thereby excluding young Nigerians especially recent graduates.
8. One key result of the skewed labour market with limited opportunities for qualified young Nigerians is the growing outflux of economic migrants from the African continent to developed countries. Young Nigerians make up the largest population with more than 20,000 Nigerians crossing the Mediterranean Sea in 2016 alone.⁷ Further to this irregular migration, there is an uptick in the number of trained skilled workers migrating to Western countries in search of

¹ UNFPA, World Population dashboard: Nigeria, 2020, <https://www.unfpa.org/data/world-population/NG>

² UNFPA, World Population dashboard: Nigeria, 2020, <https://www.unfpa.org/data/world-population/NG>

³ UN Department of Economics and Social Affairs, Population Dynamics, World Population Prospects 2019, Population by broad ages groups, both Sexes, Nigeria 2020, <https://population.un.org/wpp/Download/Standard/Population/>

⁴ UN, Department of Economic and Social Affairs, Population Division, World Population Prospects The 2017 Revision, https://population.un.org/wpp/Publications/Files/WPP2017_KeyFindings.pdf

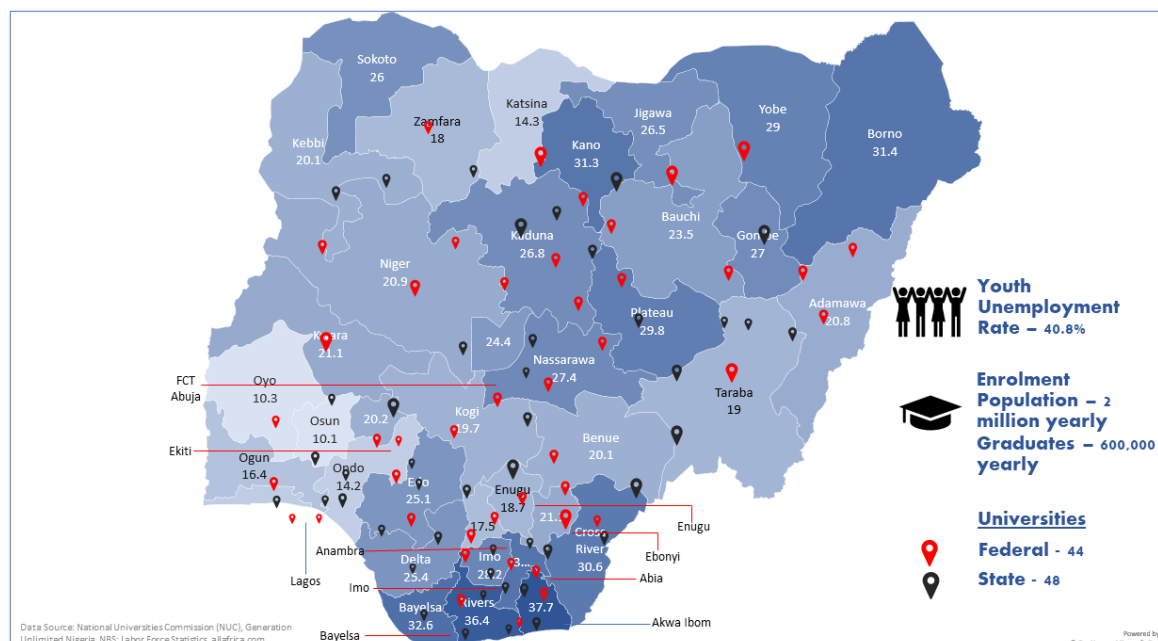
⁵ Nigeria NBS Labor Force Statistics 2018

⁶ Babatope Babalobi, "Nigeria - Why Graduates Are Unemployed and Unemployable", in: All Africa, 17 December 2019, <https://allafrica.com/stories/201912240618.html>

⁷ The Conversation, Why young Nigerians risk illegal migration to find their 'Eldorado', 21 January 2020, <https://theconversation.com/why-young-nigerians-risk-illegal-migration-to-find-their-eldorado-129996>

greener pastures. In 2019 for example, about 12,600 Nigerians gained permanent residency in Canada alone⁸ and high numbers in the UK, US and other African countries. With many skilled graduates from subsidized universities in Nigeria leaving the country, these human capital exports have raised serious concerns about the resulting deprivation to many of Nigeria's struggling sectors – but also stand to undermine the country's potential to achieve its development aspirations including SDGs⁹.

Figure 1: Unemployment Rate in Nigeria by State (%) vs. Distribution of Universities (Federal & State) in Nigeria



II. EXPECTED OUTPUT

The proposed Nigeria Jubilee Fellowship Programme (NJFP) will catalyze a new generation of young Nigerian leaders and experts to serve the country in advancing socio-economic development. The programme will contribute towards **significantly improving the prospects of highly qualified young Nigerians to gain meaningful employment** through a one-year work placement opportunity. During this period, young Nigerians will acquire on-the-job skills and competences as well as pairing them with career development coaches to mentor them towards future work or entrepreneurship opportunities. In addition, the programme will:

- a) **Contribute towards building a network of young Nigerian leaders and problem solvers** in various key socio-economic sectors;
- b) **Expose young Nigerian leaders to private sector priorities, international development cooperation efforts;**
- c) **Facilitate the integration of skilled Nigerians in the private sector** where they can hone their entrepreneurial and leadership skills;
- d) **Foster peer-peer connections, cooperation, learning, innovation and exchange** among young Nigerians;
- e) **Position young Nigerian expertise within the private sector as well as broadly in the international development** landscape including within the UN System;
- f) **Transfer of technical expertise and competences in areas aligned to Nigeria's development priorities** as espoused in the SDGs; and
- g) **Provide an expanded pool of experienced young Nigerian expertise that the private sector, international development actors and public sector can draw from.**

This Project Initiation Plan (PIP) through the NJFP will contribute towards **Outcome 8: By 2022, Nigeria's population dynamics becomes a strong basis for national development and resource management through better use of demographic intelligence** – and specifically Country Programme Document Outcome 44: Nigeria has an inclusive and diversified economic growth driven by Science, technology, innovation, investment in infrastructure, and job creation.

This PIP aims to deliver the following 2 key Outputs:

1. **Overall Framework and Programme Document** (with a funding architecture) for the Nigeria Jubilee Fellowship developed; This framework will also include **Standard operating Procedures and systems** (including outreach and communication plan; Fellows selection criteria; rules and procedures; induction and coaching modules; digital tools) developed and tested. Secondly, **a Database of key private and public sector institutions** committing to collaborate in the fellowship programme in place;
2. **Roster of young Nigerian experts pre-selected** and ready for deployment

III. KEY ACTIVITIES

Activity 1: *Broker partnerships and reach agreements with relevant private sector stakeholders and parties*

The effectiveness and sustainability of this programme depends on the quality of placements that young Nigerians receive. In this regard, high level consultations led by the UNDP Resident Representative and the Vice President will be held with private and public sector entities with the objective of brokering formal partnership agreements them to collaborate in providing placement opportunities as well as commit as engagement for purposes of funding the programme. This process will be preceded by a mapping exercise of key private sector entities; consultations with development partners and related stakeholders to ensure broad sectoral prioritization of the programme.

Activity 2: *Develop NJFP Standard Operating Procedures and Systems*

The NJFP will be implemented by UNDP in accordance to the relevant UNDP's rules and procedures. In addition, specific standard operating procedures and systems for the fellowship will be developed including a public outreach and communication plan; Fellows selection criteria and enrolment strategy; specific rules and procedures for contracting and payment; monitoring and evaluation systems; induction and coaching modules; relevant digital tools across the fellowship value chain. Lessons will be drawn from other UNDP / UN Fellowship Programmes; HR and Talent Management Units and ongoing youth development programmes being run by Government. A comprehensive training component will be developed in partnership with the Vice President's Office that will include an on-boarding manual, continuous learning kits; coaching and leadership development modules and exit plans.

Activity 3: *Finalize the Programme Document including a resource mobilisation plan for the NJFP*

The PIP will culminate in the design and presentation of the Programme Document to the UNDP Project Appraisal Committee (PAC) and the Office of the Vice President with the expectation of sequent approval and roll out of implementation. To ensure programme sustainability, the programme document will also include a detailed resource mobilisation plan that will be consulted with potential donors – including Government, development partners, private sector and philanthropists. To ensure evidence-based and human centered approach – programme document will be finalized through consultative workshops, meetings with key partners, stakeholders including engagement with ongoing continental and global programmes.

Activity 3: *Initiate an open call to build a roster of pre-qualified candidates to the NJFP*

Given the volume of 20,000 Fellows expected to be placed in the first cohort, this PIP proposes to pre-test the selection criteria by initiating a first open call. The objective of this call will be to test the critical standard operating procedures and systems including recruitment strategy of the programme. The prequalified candidates will be inputted into a roster pending final selection and placement once the final programme and systems have been developed and launched. Where possible and should resource mobilisation efforts delay, a pilot approach will be adopted. Such a pilot could serve as a test of the efficiency, effectiveness and sustainability of the programme and related systems.

IV. MANAGEMENT ARRANGEMENTS

21. The PIP will be managed by UNDP under the overall oversight of the UNDP Resident Representative and programmatic guidance from the Deputy Resident Representative in charge of Programme. The project development and management team will comprise of UNDP Crisis Prevention and Recovery Advisor (as the focal point); relevant colleagues from Communications Unit, HR, Finance and Procurement. Youth and Innovation Advisor to the Vice President will represent Government on the Project Management Team and a slot will be availed to a representative from development partners. A pool of individual consultants or consulting firm will be contracted to provide specific services during the implementation phase. UNDP PMSU will provide quality assurance and monitoring support of the PIP pending the design of a broader M&E and learning systems for the Fellowship Programme.
22. During the PIP, a temporary Project Board will be constituted with the mandate of providing policy oversight and strategic direction. This board will be chaired by the UNDP Resident Representative and the VP or his delegate.

V. MONITORING

24. UNDP Regular Monitoring procedures will be applied to ensure effective monitoring of the PIP. PMSU will provide quality assurance support while UNDP Focal Point of the Project will be responsible for the production of regular briefing and progress reports.