

NATIONAL SKILLS QUALIFICATION FRAMEWORK (NSQF) OPERATING MODEL

- Labour Market Needs & Analysis
- Occupational analysis
- Development of standards & qualifications
- Development & approval of assessment tools & instruments
- Development of instruction materials
- Assessment of trainees
- Training intervention
- Award of certification

NBTE (Apex regulatory body) - carry out overall quality assurance and supervise the functions of awarding bodies, qualification providers, standard-setting bodies, etc. They are responsible for maintaining the national qualifications framework (NQF).

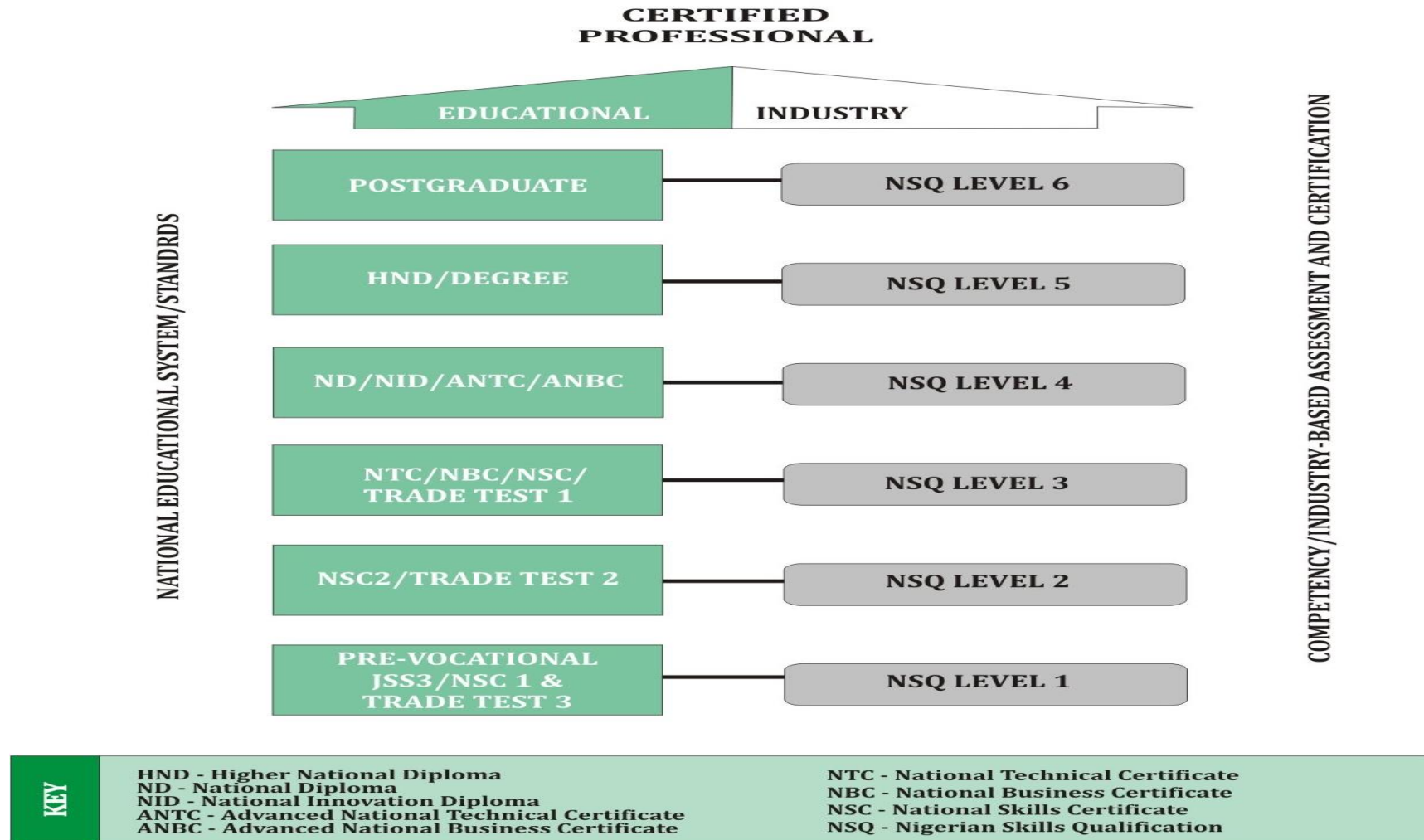
CORBON (Sector Skills Council) - responsible for development of standards;

NIOB (Awarding body) - which administer assessment procedures, organizing the roles of Assessors, Internal/External Verifiers, etc and conduct of assessment

Training providers (e.g. C-STemp)

The TVET Structure and Skills Certification Levels

The TVET structure in Nigeria based on the National Skills Qualification Framework (NSQF)



- Level 1 – Foundations or basic skilled employees
- Level 2 – Operators or semi-skilled employees

- Level 3 – Technicians, craft, skilled and supervisory employees
- Level 4 – Technical and junior management positions
- Level 5 – Certified Professionals and senior management positions
- Level 6 – Highest rank

ROADMAP FOR THE IMPLEMENTATION OF THE SECTOR SKILLS COUNCIL STRATEGIC PLAN

SNO	ACTIVITY	OBJECTIVE	SHORT TIME	MEDIUM TIME	LONG TIME	EXPECTED OUTCOME	REMARK
I	Establish and maintain reach out, coordinating and incorporating emerging trends in skills development	<p>To source information that is not in the Council's disposal necessary for planning and development.</p> <p>To identify, source, adapt & develop technological advancements and imparts same on the artisans and tradesmen in trainings.</p> <p>To continue to explore publicity and advocacy programmes via the various mediums to enlighten the public and industry stakeholders</p> <p>To build data base for industry stake holders from contacts, publicity and advocacy programmes</p>	<p>As captured in the early design phase</p> <p>Intensify publicity using media within a period of three month</p> <p>Three months with routine review</p>	<p>This will run along the program to address various issues that might arise</p>		<p>To build cooperation and commitment to deliver skills that will impact on the national economy.</p> <p>To have developed artisans and tradesmen which skills can compete in the global market.</p> <p>Disseminate the paradigm of the Skills development in line with NBTE program on NSQF project.</p>	
2	Developing competency standards and qualifications	<p>To adept a uniformly acceptable standards and structures in the followings: <i>#Pre-entry/entry qualification, skills</i></p>	As defined by relevant stakeholders	To be setup within six months		To maintain uniform standard across board	

		<p><i>qualification titles and structures, quality assessment strategies and methodologies.</i></p> <p><i>#Qualifications that are conducive for registration to cadres and that which will also reflect the skills and knowledge needed to address the impact of technologies on production processes.</i></p> <p><i>#Establish a registration criterion for various levels of tradesmen and artisans in the sector to be manage in a LMIS for effective tracking/mgt.</i></p> <p><i>#The NSQF is designed to address the challenges and strengthen the link between academic qualifications and workplace/industry-based learning</i></p>	As already defined in NBTE guideline	but with routine updating		<p>This will promote the skills development and base rating it with academic education to achieve professionalism</p> <p>Organizing these artisans from start, growing them, placing them and managing to alienate gaps in the processes of assessment, certification and License</p>	
3	Develop a sector skills development plan & maintain skill inventory	<p>A Sector Skills Council is an employer' led organization which is largely a stakeholder driven bequeathed with skills development to meet the client's needs.</p> <p>The SSC is positioned to establish quality standards of excellence for artisans in the construction industry by exploring global</p>			<p>Long term to see that skills policy is institution-alised</p> <p>On need basis</p>	<p>To give <u>all</u> industry stake-holders the opportunity to be part of decisions and actions for a robust output</p> <p>To address the skills and</p>	

		<p>technologies to get work done aptly in the followings:</p> <p><i>#Identify and react accordingly to the specialist needs of the construction project owners and building owners in Nigeria,</i></p> <p><i>#Segment building trades for effective development and a complimentary segmented SSCs for effective management and delivery of the target service quality,</i></p> <p><i># Identifying and anticipating the development needs of large, medium and small firms</i></p> <p><i>#Continuous development and enhancement of the individuals in routine trainings to meet the demands of the new technologies, working practices, target quality and legislation</i></p>			<p>This can be explore after the first 24 months</p> <p>Routinely reviewing to get better result</p> <p>It is a continuous process</p> <p>It is a continuous process</p>	<p>workforce development of all those employed in the Construction industry</p> <p>To address industry and client's specifics and maintain a LMIS for effective planning, training and delivering</p> <p>To reduce skills gaps and shortages</p> <p>For effectiveness and professionalism</p> <p>To continually drive the skills development/ policy to achieve anticipated result of positive impact on National Economy</p>	
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4	Influence how Training is delivered in Nigeria	The hub of skills developmental transformation is Training; the need is obvious to get result being pursuit to turn around the skills in the building trades to global acceptable service quality			It is a continuous process	Promotes training programmes in the advancement of skills development Training is the axle of skills development	
5	Promotion of Academies of Excellence	To design, develop and implement occupational and entrepreneurial training programmes that prepare Artisans and Craftsmen to excellence in the pinnacle of their trades and as a stimulus to National economy. <i># A similar training should also be routinely arrange for those bequeathed with the responsibilities of skills qualification programmes implementation</i>			This is an ongoing process	Apart from skills development, it also give the artisans an opportunity for classroom experience and other professional experience Certification & License brings credence & equity to the skills program	
6	Participation in Accreditation and Standardization	The SSC; <i>#Shall influence the content and structure the training programmes for the Building trades to attract the right people and content</i> <i>#To liaise with other stakeholders in setting minimum standards in the</i>	As applicable from the start off phase	A running process within 12 months period for stability	It is a continuous process	To maintain a global standard in skills development and management This will project the Artisans to	

		<p><i>development of training programmes for the various trades in the construction industry</i></p> <p><i>#To define qualifications and implementation strategy for high-quality career and progression paths, stages of achievement/certification for trainees within the construction industry</i></p> <p><i>#To determine qualification, accreditation/approval procedures and requirements for delivery of training programme as a condition for endorsement (standardization session)</i></p>				<p>global exposure where skills can be export</p> <p>Carryout routine reviews of inline with progression to meet global standards</p> <p>To setup an independent SSC that will deliver the goals in skills development</p>	
7	Productivity Improvement	To develop and constantly review industry trades templates when need arise to meet and adhere to standards as technology advance			It is a continuous process	To maintain standard and policy relating to skills and assures it continuity and sustainability	
8	Reducing skills gaps and shortages	<p>Around the world the dearth of skilled artisans hurts industrialization and in the Nigerian Construction Industry the case is not different;</p> <p><i>#Addressing the various forms of skills requirements such as: skills gaps, skills shortages, skill mismatch, over-skilling, under</i></p>			It is a continuous process	A need to take an holistic step in addressing the challenges with skills development in Nigeria	

		<i>skilling etc to developing and adopting managerial and innovative abilities such as technical skills, teamwork skills, supervisory skills, multi skilling, customer relation skills, compliance skills, HSE skills, quality production skills etc</i>					
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Progress Made:

CORBON as Sector Skills Council has explored the followings of its provisional appointment:

1. Preparation of the National Occupation Standards for seven trades and has scheduled eight additional ones to be developed. These are; *Glazing and Cladding, Concrete Works (Production & Finishing), Cabinet Making and Interior Decoration, Finishes (Interior & Exterior), Roofing, Dry Wall Construction, Ventilation & Air Conditioning, Elevator Mechanic, Refrigeration, Landscaping and gardening works, Flooring (tilling, terrazzo, stamp concrete etc.) works, Water/damp proofing works, Partitions and Ceiling works, Security installations, Access control, and CCTV installation works.*
2. Facilitating training, certification and licensing of about twenty-six thousand (26,000) would be Artisans in the six-geo zone of the Nigeria and this is still in progress.
3. A couple of recruitments were made of some basic operational staff. They are led by Sector Skills Relationship Manager.
4. Data have been collated from activities in the various zones to develop databases that are necessary for a Labour Market information System (LMIS) and to be routinely updated.
5. Reaching out to industry organizations/stakeholders for an expanded more inclusive Council.
6. Sensitization programs has been conducted but more of such should be explored to create the needed awareness to all industry stakeholders.

Framework for the Development of additional NOS & review of the 1st Edition

- I. A need to set up an industry think tank that will review other systems and leverage on the experience from the earlier edition to develop the proposed higher levels of trades in the first edition and explore new trades in the Building Construction Sector
- II. Review the approach and process used in the last production of the NOS and integrating new ideas for a concise delivery of the task
- III. Develop National Occupation Standards (NOS) for the level 4-6 of the seven trades in the first edition which comprises of; Masonry, Carpentry, Electrical, Plumbing, Tiling, Painting, and Welding. This is to meet up with the competency/industry-based assessment and certification modules
- IV. Develop National Occupation Standards (NOS) for the new trades being proposed as follows: [Glazing & Cladding, Concrete Works (Production and Finishing), Cabinet & Interior Decoration, Finishes (Interior & Exterior), Roofing, Dry Wall Construction, Ventilation & Air Conditioning and Elevation Mechanic. The level 1-6 for these trades can fully be explore

Others works or trades for consideration

- *Refrigeration*
- *Landscaping and gardening works.*
- *Flooring (tiling, terrazzo, stamp concrete etc.) works.*
- *Water/damp proofing works.*
- *Partitions and Ceiling works.*
- *Security installations, Access control, CCTV installation works*
- *Mechanical and ventilation works*

The development of the NOS in these varying trades is a continuous developmental process that will include ancillary trades that compliment construction activities on site such as Plant Operation, Demolition etc.

