

Dual Vocational Education for Livestock Technicians in the Nigerian Poultry Industry is Reaching for National Recognition

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The AFOS Foundation is promoting skilled and confident employees, bridging the gap between knowledge, performance and the needed skills in order to improve productivity and performance in the poultry industry.

Technical Vocational Education and Training (TVET) is recognized as a critical mechanism in developing the requisite skills and competence to build a capable workforce that can create economic opportunities in Nigeria. This is especially important for the Agric industry- Nigeria's largest contributor to gross domestic product (GDP).

The industry has recorded a huge mismatch between the skilled manpower required for sustainable agribusiness development at various levels and the skillset of its available workforce, therefore, the vocational

path is crucial for acquiring the needed industrial skills for facilitating the proliferation of agribusiness in Nigeria.

The AFOS Foundation's tailored TVET training programme is aligning with the National Skills Qualification Framework in Nigeria (NSQF) to improve the efficiency of local agricultural value chains, increase food production, and create a skilled workforce within the industry. Overall, AFOS' projects are improving the incomes of farmers, MSEs, and established agribusinesses.

INSIDE THIS ISSUE

Concept and Background to the AFOS TVET Programme (Pg.2)

Programme Deliverables for 2021 - 2024 (Pg. 2)

Implementation and Progress

- Phased Rollout Approach (pg. 3)
- Programme Components and Roadmap (Pg.3)
- The National Skills Qualification (NSQ) (pg.4)
- Photo Gallery (pg. 5)
- Other Project Activities in Q2 (pg. 6)

Cover photo:
AFOS delivers tailored classroom and practical TVET trainings



The AFOS Technical Vocational Education and Training (TVET) is a custom-made dual vocational training for specialists and lower management staff (shop floor management) of Agro-allied companies to develop a qualified and certified workforce in the poultry industry. The programme focuses on providing this category of poultry industry workforce with National Skills Qualification (NSQ) in three professional occupations namely: Poultry Production, Poultry Mechanics, and Quality Technician.

During Phase-1, the project encountered a very large group of workforces in the poultry sector classified as casual labors, with no educational qualification that would enable them work as skilled labour within the poultry industry. Most of these casual labors have been working in their respective organizations between 3 -10 years, hence they possess on-the-job experience and high competency level, yet these workers are at a disadvantaged position because they do not possess any certificates to show for their competence and as a result, they are not recognized as skilled staff and are less paid although they are the frontline workers in production.

Irrespective of their educational backgrounds, the TVET initiative aims to enable this workforce upscale their skills and knowledge so that they can retain their jobs as well as attain competency certifications for what they do. The goal is to build their capacity, certify their skills and position them for possible upgrade to full-time employment in their respective organizations so that they can have full access to employees' benefits and earn a better living.

In Phase 2 (Mar 2021 – Dec 2024), the focus is to institutionalize the AFOS TVET program, aligning it with the National Skills Qualification Framework in Nigeria (NSQF), such that the TVET certification is adopted across the Nigerian poultry industry gaining both national and international recognition.

This project outcome is right now focusing on meeting the following requirements for delivering nationally recognized TVET certifications:

1. Establishment of the Agricultural Training Centre (ATC), to operate as the qualified TVET/NSQ Training Centre.
2. Develop within the ATC, a team of Assessors pulled from AFOS' Agric industry partners to provide training, mentorship, guidance, and assessment of the NSQ trainees undergoing TVET qualification in order to support the trainees in developing job competencies.
3. Qualify a team of Internal Quality Assurance Managers (IQAM) responsible for monitoring the quality of assessment decisions of the Assessors, ensure standardization of assessment within the Centre, and also provide advice and support to Assessors and candidates as and when required.
4. Development of a National Occupational Standards (NOS) on each of the trades – Poultry production, Poultry mechanic, and Quality technician.
5. Registration of the Agricultural Training Centre (which is now being established as the agricultural training unit of the Microfinance Agricultural Learning and Development Centre), with the TVET awarding body - NBTE Centre of Excellence for TVET and Delegation of German Industry & Commerce (DGIC-AHK)
6. Fulfilling the need for a Sectors' Skills Council.

Phased Rollout Approach

AFOS is collaborating with its Agric industry partners (private sector players), and the Microfinance Agricultural Learning and Development Centre (MLDC), to establish an Agricultural Training Centre (ATC) - a training, research, and advocacy centre offering best practice technical and management programs across the agribusiness value chains. The MLDC is right now undergoing structural adjustments to accommodate the ATC (which is now being established as the agricultural training unit and TVET Centre of the MLDC).

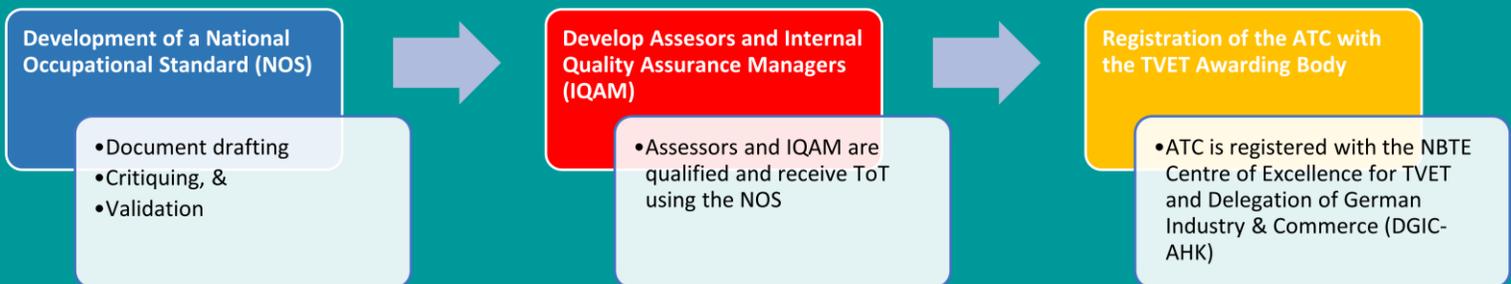
Working with agricultural sector regulators, recognized TVET awarding bodies in Nigeria and subject matter experts from the Agric industry and academia, 3 programmes are simultaneously delivered namely:

1. National Skills Qualification (NSQ) in Poultry Production – level 2
2. Quality Assurance Assessor (QAA) Level 3
3. Internal Quality Assurance Manager (IQAM) Level 4



Programme Components and Roadmap

AFOS would partner with various stakeholders to deliver tailored TVET courses in line with the National Skills Qualification Framework (NSQF) being implemented by the National Board for Technical Education (NBTE), starting first with the development of a nationally acceptable occupational standard on each of the trades – poultry production, quality technician and poultry mechanic.



The Assessor training or Quality Assurance Assessor (QAA) level 3 is an internationally recognized qualification and maintains the same standards (curriculum) globally.

This QAA Level 3 qualification is a prerequisite for enrollment into the Internal Quality Assurance Manager (IQAM) programme.

Training Provider: Talent & Skills Managers

Awarding Body: NBTE Centre of Excellence for TVET

Collaborations

AFOS Agric Industry
Development Partners

Microfinance
Agricultural Learning
& Dev Centre (MLDC)

TVET Awarding Bodies
- NBTE Centre of
Excellence
- DGIC-AHK

National Board for
Technical Education
(NBTE)

Nigerian Institute for
Animal Science
(NIAS)

Relevant
Government
Agencies

Training Implementation

Quality Assurance Assessor (QAA) Level 3 program was completed from February 14 through June 10, 2022. The training is made up of 3 units namely:

Unit 1 - *Understanding the concept and principles of assessment,*

Unit 2 - *Assessment of vocational training,*

Unit 3 - *Assessment of occupational competency.*

This intensive and rigorous training combines 3 weeks of classroom learning (for theoretical knowledge) and 8 weeks of practical experience.

Training Outcome:

30 Participants were drawn from CHI Farms, Dayntee farms, Animal Care Konsult, AFOS Foundation and MLDC for the QAA program out of which 18 Quality Assurance Assessors emerged.

A review of the existing occupational standards for poultry production to align with industry practice was carried out. The result is a revised version of the National Occupational Standards in Poultry Production for the award of NSQ level 2.

Roadmap for QAA Qualification

The 18 qualified Assessors are required to develop 3 Poultry Attendants each in any of the validated occupational standards. This exercise is executed inplant.

Approach

- enroll in a 9-week (3 weeks classroom and 6 weeks fieldwork) Quality Assurance Assessor - Level 3 training.
- adopt a minimum of 3 unskilled learners undergoing the NSQ qualification and provide training, mentorship, support, and assessments
- guide these learners to achieve any 3 units in their own occupations (working first with only the validated NOS - poultry production).

The Quality Assurance Manager programme (IQAM).

Starting from August 8, 2022, the process for developing Internal Quality Assurance Managers (IQAM) from among the 18 qualified Assessors commenced. The learners would:

- Undergo 9-weeks (3 weeks classroom and 6 weeks fieldwork) training programme consisting of two units

Unit 1 - *Understanding the principles and practices of internally assuring the quality of assessment,*

Unit 2 - *Internally assure the quality of assessment.*

- Adopt at least two (2) qualified and practicing Assessors each to guide through quality checks on their assessment process and practices.

The National Skills Qualification (NSQ)

National Skills Qualification (NSQ) is the recognized form of TVET qualification in Nigeria which defines job roles and requisite skills and competences for a particular occupation.



NOS Mandatory Units (Poultry Farm Attendants)

Module No.	Module Description	Credit value	Duration (Hours)
1	Health, Safety, and Environment	2	20
2	Communication in Work Environment	2	20
3	Teamwork	2	20
4	Fundamentals of Biosecurity and Sanitation	3	30
5	Fundamentals of Waste Disposal	3	30
6	Fundamentals of Store Keeping	3	30
7	Fundamentals of Brooding	4	40
8	Fundamentals of Broiler Rearing	4	40
9	Fundamentals of Pullet Rearing	4	40
10	Fundamentals of Layers Production	4	40
Additional Units			
11	Economics, Success factors, Efficiency, Record Keeping Quality and Data Mgt.	2	20
12	People Management	2	20
Total		35	350

As in phase 1, the project aims to qualify candidates in poultry production, quality technician and poultry mechanics. While the NOS for Poultry Production have been validated, the other occupational standards will undergo critiquing and validation during the project.

Unskilled and semi-skilled workforces from partner Agric industries are now undergoing the NSQ training in Poultry production – Level 2 to qualify as Poultry Attendants. The learners are being trained in eight (8) direct TVET courses covering health and safety in farm environment, biosecurity and sanitation, good storage practices, brooding, broiler rearing, and layers production, and four (4) additional units that focus on soft management skills.

Photo Gallery



Training for Internal Quality Assurance Managers (IQAM)



National Skills Qualification (NSQ) Training & Trainees' Induction



Other Activities in Q2

April 27, 2022

AFOS Pursues the Regulators' Collaboration

At a brief visit to the National Livestock Transformation Plan Summit organized by the Federal Ministry of Agriculture and Rural Development, AFOS seeks the collaborative efforts of the regulator to strengthen the involvement of the Nigerian Agriculture Platform (a multi-stakeholders' platform for the agricultural sector) around the issues of membership, sustainability and way of cooperation.



May 2022

AFOS Visits Ogun, Kwara and Osun, the Business Hub of Some of its Agric Industry Partners.

The week-long visit was aimed at impact assessment, and to strengthen collaborative partnership especially towards the establishment of the Agricultural Training Centre (ATC), a knowledge hub for the Agric industry offering best practice technical and management programs across the agribusiness value chains.



June 26th – July 1st, 2022.

Lagos Team Welcomes Ana Puyalto

Ana is the Chief Financial Officer and member of the AFOS Stiftung Board, Germany.

On her visit to Lagos, Ana welcomes Miriam, the new team member at AFOS Finance Department and provides timely training and coaching to the finance team on Global AFOS Finance Processes and Procedures and for an assessment of the Nigerian project activities.



April 28th, 2022

AFOS Prominently Features at the Nigerian Microfinance Platform (NMP) 7th Annual Symposium with the visit of **Nobert Weiss, Executive Board Member and CEO - AFOS Germany.**



Highlights

- Based on Nigeria's potentials in the agricultural sector, digital platforms can consolidate an array of financial and non-financial services for youths. Thus, Microfinance institutions (MFIs) need to position the subsector to bridge the financing gaps for youths' enterprises leveraging digital platforms.
- The risk-based cyber security framework is designed to mitigate the risk exposure of the MFIs and address some of the concerns of operators such as vulnerability to cyber-attacks.
- The trajectory of adoption of micro fintech will remain a positive tool for reaching the financial inclusion target. Technology will help to accelerate financial inclusion, financial control, business support and decision making. thus, it is important that MFIs collaborate with fintech operators to explore the opportunities in the market.
- In expanding the frontiers of financial inclusion, financial technology is a veritable tool to transform the delivery of financial services especially to the underserved segment. Thus, partnership and continuous collaboration of all stakeholders including regulators, is essential in actualizing the financial inclusion target.

The Symposium titled: **Expanding the Frontiers of Financial Inclusion Through Innovation- The Micro-FinTech Tools** drew delegates from Microfinance institutions, regulators, associations, the World Bank, various fintech companies and development agencies. The discusses addressed the challenges of financial inclusion focusing on cyber security, financial technology, customer focused product development, capacity building, data sharing and data integrity.

Two (2) reports, with generous sponsorship contribution from AFOS were presented at the symposium:

1. Efficiency and Social Performance Survey
2. Report on Self-regulation Study.



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