

NIGERIAWORKS 2030

Empowering the
Workforce of Tomorrow
Prepared by Vivacity Development
for The Federal Republic of Nigeria

ZAMFARA STATE EDITION

NigeriaWorks 2030: Empowering the Workforce of Tomorrow

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LIST OF ABBREVIATION

AI	Artificial Intelligence
E-Learning	Electronic learning
SDG's	Sustainable Development Goals
DEI	Diversity, Equity, and Inclusion
WEF	World Economic Forum
PwC	Price Waterhouse Cooper
UAE	United Arab Emirate
AR	Augmented Reality
VR	Virtual Reality
CSR	Corporate Social Responsibility
STEM	Science, Technology, Engineering & Mathematics
ICT	Information Communication Technology
E.G	Exempli Gratia "For Example"
LMS	Learning Management System
SEO	Search Engine Optimization
SQL	Structured Query Language
HTML	Hyper Text Markup Language
CSS	Cascading Style Sheets
PPP	Public Private Partnership
UBI	Universal Basic Income
R&D	Research & Development
FDI	Foreign Direct Investment

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Foreword

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As we stand at the threshold of a new era, it is imperative that we, as a nation, begin to chart a course for the future of work in Nigeria. The year 2030 might seem distant, yet the decisions we make today will profoundly shape the trajectory of our workforce and the opportunities available to future generations. The evolving global landscape, driven by rapid technological advancements, demographic shifts, and a heightened focus on sustainability, demands that we proactively prepare our workforce for the challenges and opportunities that lie ahead.

Nigeria, with its rich diversity and youthful population, is uniquely positioned to harness these global trends to its advantage. However, this potential will only be realized if we take deliberate steps to empower our workforce, equipping them with the skills, knowledge, and mindset needed to thrive in a dynamic and increasingly interconnected world. The concept of "NigeriaWorks 2030" embodies this vision—a vision of a Nigeria where our workforce is not only prepared to meet the demands of tomorrow but is also a driving force behind innovation, growth, and sustainable development.

In this forward-looking initiative, we must recognize the importance of inclusivity and equity in our approach. The workforce of tomorrow must be representative of all segments of our society, ensuring that no one is left behind. This includes empowering women, youth, and marginalized communities to participate fully in the economy and contribute to the nation's prosperity.

Furthermore, as we plan for the future, we must remain committed to the principles of sustainable development. The integration of the Sustainable Development Goals (SDGs) into our workforce strategy is not just a moral obligation but a practical necessity. By aligning our workforce development efforts with the SDGs, we can ensure that our growth is not only robust but also equitable and environmentally responsible.

NigeriaWorks 2030 is more than just a vision; it is a call to action. It is an invitation to all stakeholders government, private sector, civil society, and academia to come together and collaborate on building a workforce that is ready for the future. It is an opportunity to invest in education and skills development, to foster a culture of innovation, and to create an enabling environment where entrepreneurship can flourish.

As we embark on this journey, let us be guided by the belief that the future of work in Nigeria is bright and full of promise. By working together, we can build a nation where every Nigerian has the opportunity to realize their potential and contribute to the collective success of our society.

I am confident that through NigeriaWorks 2030, we will lay the foundation for a prosperous and sustainable future for all Nigerians.

Preface

Nigeria has one of the largest and youngest populations in the world, making its workforce potential both vast and dynamic. As of 2024, Nigeria's population is estimated to be over 220 million, with a significant portion of this population within the working-age bracket. Approximately 60% of Nigerians are under the age of 25, which means that the country has a large, youthful labor force that is either entering or about to enter the job market.

The labor force participation rate, which includes individuals aged 15 and above who are actively working or seeking work, is substantial. However, Nigeria faces challenges such as high unemployment and underemployment rates, particularly among the youth. The formal job market is unable to absorb the large number of new entrants each year, leading to a reliance on the informal sector for employment. This scenario underscores the need for strategic investments in education, skills development, and job creation initiatives to fully leverage the potential of Nigeria's young and growing workforce.

Background

Nigeria's workforce must be prepared for the future to remain competitive in a rapidly evolving global economy. The rise of automation, artificial intelligence, and other advanced technologies is transforming industries and redefining the skills needed for success. As these technologies take hold, traditional job roles are being disrupted, creating a demand for workers who are not only technically proficient but also adaptable and capable of continuous learning. Without a proactive approach to workforce development, Nigeria risks being left behind, with its labor market potentially becoming less relevant and unable to meet the demands of the new digital economy.

Moreover, Nigeria's youthful population presents a unique opportunity to harness the potential of the future of work. With over 60% of the population under the age of 25, there is an urgent need to equip young Nigerians with the skills and knowledge required to thrive in the jobs of tomorrow. Investing in education, vocational training, and digital literacy is essential to empowering the next generation to drive innovation and economic growth. A workforce that is future-ready is not just a necessity for individual prosperity but also a critical factor in ensuring Nigeria's long-term economic stability and its ability to compete on the global stage.

Rationale

Over the next 10 years, 1.2 billion employees worldwide will be affected by the adaptation of automation technologies and AI. This is equal to 50% of the world economy and will disrupt US\$14.6 trillion in wages. The magnitude of this digital transformation may be alarming, especially as it is projected to disproportionately affect vulnerable, low-skills populations. But in reality, automation will change the nature of work more than it displaces workers. Therefore, it is necessary for us to understand and address the challenges of automation, in order to build towards a sustainable and more equitable future of work.

The adaptation of automation technologies and AI will have profound implications for Africa, given its unique economic, demographic, and social context. For Africa to thrive in this era of digital transformation, there must be a concerted effort to address the challenges posed by automation and AI through investments in education, infrastructure, and inclusive policies. This will ensure that automation enhances economic growth and opportunities, rather than deepening inequalities

1 Disruption of Low-Skilled Jobs

Africa's economy currently relies heavily on sectors with a large proportion of low-skilled jobs, such as agriculture, mining, and manufacturing. Automation could displace many of these jobs, disproportionately affecting vulnerable populations that lack access to skills training and education. This may lead to increased inequality and unemployment unless mitigated by targeted policies.

2 Opportunities for New Job Creation

Although automation threatens certain job sectors, it also creates opportunities in technology, data analysis, renewable energy, and the green economy, among others. Africa's young and rapidly growing population could become a key advantage if the right skills and infrastructure are in place to harness these opportunities. Automation will create demand for new types of jobs, particularly in sectors like AI development, tech support, and digital services.

3 Need for Skills Development and Education

To benefit from the digital transformation, Africa must prioritize massive up-skilling and reskilling initiatives. Automation will make many low-skill jobs obsolete, but it will also demand new, higher-level skills in technology, AI, and machine learning. The education system will need to evolve to focus more on STEM (Science, Technology, Engineering, and Mathematics) and digital literacy to prepare the workforce for the future.

4

Opportunities for Economic Transformation

Automation has the potential to boost productivity in sectors like agriculture and manufacturing, which could drive economic growth and enhance Africa’s competitive advantage in global markets. It could also help African businesses adopt more efficient processes, cut costs, and enter new industries such as tech startups, fintech, and renewable energy.

5

Risk of Widening Inequality

Without proper intervention, the digital divide in Africa could widen as automation advances. Rural populations and those with limited access to education or technology are at risk of being left behind. Governments, private sector players, and international organizations need to work together to ensure that automation benefits everyone and doesn’t exacerbate existing inequalities.

7

The Role of AI in Informal Economies

Africa’s informal economy is large and employs a significant portion of the population. AI and automation could help formalize parts of this economy, improve efficiency, and create new revenue streams. However, if not properly managed, it could also displace workers and reduce job security for those in informal jobs.

8

Sustainability and Green Economy

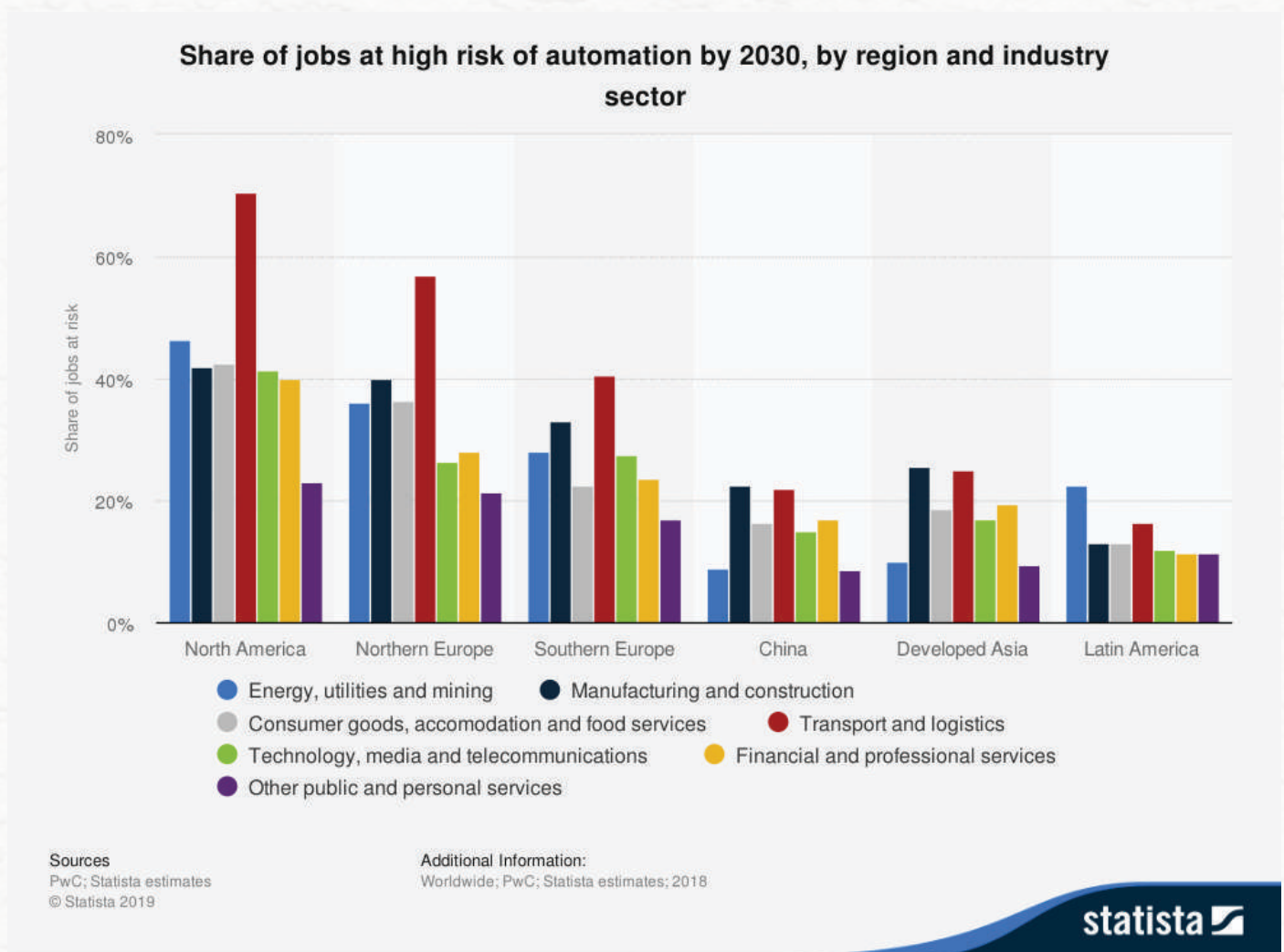
Automation can also be a driver for Africa’s transition to a green economy. Technologies like AI can optimize energy use, improve waste management, and create more sustainable practices in agriculture and manufacturing. This could align with Africa’s focus on sustainable development, particularly as climate change poses a significant risk to the continent.

The Future of Work

It is important to note that while automation will change 50% of jobs, it is not expected to eliminate more than 5%. Rather than being replaced by computers, most workers will instead work alongside rapidly evolving machines. The future of work will see a shift in demand away from office support positions, machine operators, and other low-skill professions - and towards technology professionals such as computer engineers and information communication technology (ICT) specialists.

Workers will need to learn new skills in order to pursue these jobs or adapt to changes within their current roles. Yet despite concerns about automation, business leaders are not adequately preparing their employees with those necessary skills. While 45% of business leaders communicate about automation initiatives, demonstrating their awareness of the situation, only 15% communicate about up-skilling initiatives.

This lack of attention to up-skilling will lead to an urgent disparity between workers and jobs. In the future, 9 out of 10 jobs will require digital skills, yet today 44% of Europeans aged 16-74 lack even basic digital abilities. In Europe, the impending skills gap will lead to 1.67 million unfilled vacancies for ICT professionals by 2025. These future jobs demonstrate that the automation revolution does not necessarily mean the loss of work. Rather, it presents an opportunity and a call to action for targeted up-skilling.



Share of jobs at high risk of automation by 2030- Image:





PwC, Statista

<https://www.weforum.org/agenda/2020/01/future-of-work/>

Key Drivers

The key drivers of the "NigeriaWorks 2030: Empowering the Workforce of Tomorrow" initiative are the fundamental forces that will shape the future of work in Nigeria. These drivers are crucial for understanding the landscape of employment and workforce development over the next few decades. Here are the primary key drivers:

These drivers will collectively shape the future of work in Nigeria and will be instrumental in empowering the workforce of tomorrow, ensuring that Nigeria remains competitive and resilient in the global economy by 2030.

S/N	Driver	Description
1	 <p>Technological Advancements</p>	<p>Automation and Artificial Intelligence (AI): The increasing use of AI, robotics, and automation will transform industries and job roles. Nigeria's workforce must adapt to these changes by acquiring new skills in technology and digital literacy.</p> <p>Digital Economy Growth: The expansion of the digital economy, including e-commerce, fin-tech, and Online services, will create new job opportunities. Leveraging technology to enhance productivity and innovation will be critical.</p>
2	 <p>Demographic Shifts</p>	<p>Youth Population Growth: Nigeria's rapidly growing youth population presents both opportunities and challenges. Harnessing the potential of this demographic through education, skills training, and job creation is essential.</p> <p>Urbanisation: The migration of people from rural to urban areas will increase the demand for jobs in urban centers. Planning for sustainable urban development and job creation in cities will be necessary.</p>
3	 <p>Education and Skills Development</p>	<p>STEM Education: A strong emphasis on Science, Technology, Engineering, and Mathematics (STEM) education will be vital in preparing the workforce for future demands.</p> <p>Vocational and Technical Training: Expanding vocational and technical education to equip workers with practical skills aligned with market needs will drive economic growth.</p> <p>Lifelong Learning: Encouraging continuous education and re-skilling programs will ensure that workers remain adaptable in a rapidly changing job market.</p>
4	 <p>Economic Diversification</p>	<p>Shift from Oil Dependency: Diversifying Nigeria's economy away from oil dependency towards sectors such as agriculture, manufacturing, technology, and services will create new job opportunities and stabilize the economy.</p> <p>Entrepreneurship and Innovation: Promoting entrepreneurship and fostering a culture of innovation will drive job creation and economic resilience.</p>

S/N	Driver	Description
5	 <p data-bbox="237 456 577 524">Sustainable Development and Green Economy</p>	<p data-bbox="632 344 1485 450">Integration of SDGs: Aligning workforce development with the Sustainable Development Goals (SDGs) will ensure that growth is inclusive, equitable, and environmentally sustainable.</p> <p data-bbox="632 463 1485 568">Green Jobs: The transition to a green economy will create new jobs in renewable energy, sustainable agriculture, waste management, and other environmentally friendly sectors.</p>
6	 <p data-bbox="237 730 466 835">Globalization and International Collaboration</p>	<p data-bbox="632 613 1501 714">Global Trade and Investment: Strengthening Nigeria's integration into the global economy through trade, foreign investment, and partnerships will open new markets and job opportunities.</p> <p data-bbox="632 728 1485 864">Cross-Border Collaboration: Collaboration with other nations and international organizations on workforce development, technology transfer, and capacity building will be key to positioning Nigeria in the global workforce.</p>
7	 <p data-bbox="237 1012 544 1046">Policy and Governance</p>	<p data-bbox="632 904 1485 1010">Supportive Regulatory Framework: Creating policies that support innovation, protect workers' rights, and encourage investment in workforce development will be essential.</p> <p data-bbox="632 1023 1485 1160">Public-Private Partnerships: Collaboration between the government and private sector in job creation, education, and skills development will be crucial for driving sustainable workforce growth.</p>
8	 <p data-bbox="237 1308 501 1375">Social Inclusion and Equity</p>	<p data-bbox="632 1205 1485 1375">Empowering Women and Marginalized Groups: Ensuring that all segments of society, including women and marginalized groups, have equal access to education, employment opportunities, and leadership positions will promote social cohesion and economic stability.</p> <p data-bbox="632 1388 1485 1532">Addressing Regional Disparities: Focusing on reducing regional inequalities by promoting job creation and economic development across all regions of Nigeria will be important for national unity and prosperity.</p>
9	 <p data-bbox="237 1711 528 1756">Wealth and Wellbeing</p>	<p data-bbox="632 1563 1485 1704">Workforce Health: Ensuring the physical and mental well-being of the workforce will be essential for maintaining productivity and innovation. This includes addressing issues such as workplace safety, access to healthcare, and work-life balance.</p> <p data-bbox="632 1718 1485 1823">Impact of Pandemics and Health Crises: Preparing for potential health crises, like pandemics, and their impact on the workforce will be a critical factor in resilience planning.</p>

Empowering the Future Workforce:

Sectors Booming with Jobs by 2030 and Beyond

As technological advancements, automation, and shifts in global priorities reshape the workforce, several sectors are expected to thrive, providing new employment opportunities. The following sectors are poised for significant growth:

Green and Renewable Energy:

-**Drivers:** The global push towards sustainability and decarbonization.

-**Opportunities:** Solar and wind energy technicians, energy storage specialists, and sustainability consultants will be in high demand.

-**Why It's Booming:** As countries commit to net-zero emissions targets, investments in renewable energy infrastructure and technologies will surge.

Healthcare and Biotechnology:

-**Drivers:** Aging populations and advancements in medical technology.

-**Opportunities:** Roles in tele-medicine, personalized medicine, biotechnology, genetic engineering, and elderly care will proliferate.

-**Why It's Booming:** The demand for innovative healthcare solutions and personalized treatments will expand rapidly.

Technology and Artificial Intelligence:

-**Drivers:** The integration of AI, machine learning, and automation across industries.

-**Opportunities:** Data scientists, AI specialists, robotics engineers, and cybersecurity experts will see growing demand.

-**Why It's Booming:** Businesses and governments will increasingly rely on AI to optimize operations, enhance decision-making, and protect digital infrastructures.

Education and E-Learning:

- Drivers:** The need for continuous learning and skill adaptation in a rapidly changing job market.
- Opportunities:** E-learning content developers, virtual instructors, and educational technologists will be essential.
- Why It s Booming:** Lifelong learning will become a norm, with digital platforms leading the way in providing accessible and personalized education.

Agriculture and Food Technology:

- Drivers:** The necessity to feed a growing population sustainably.
- Opportunities:** Roles in precision agriculture, agritech innovation, and sustainable food production will increase.
- Why It s Booming:** The focus on sustainable agriculture practices and food security will drive growth in this sector.

Creative Industries and Digital Content Creation:

- Drivers:** The expansion of digital media, social platforms, and immersive technologies like AR/VR.
- Opportunities:** Digital marketers, content creators, virtual reality designers, and influencers will find new opportunities.
- Why It s Booming:** The continuous evolution of Online platforms and the rise of the meta-verse will create new avenues for creative expression and monetisation.

Sports and Sports Technology:

- Drivers:** The growing global interest in sports, advancements in sports science, and the integration of technology in training and fan engagement.
- Opportunities:** Roles in sports analytics, esports management, sports medicine, performance coaching, and sports marketing will expand.
- Why It s Booming:** The sports industry is evolving rapidly, with increasing investments in technology, data analytics, and digital engagement platforms, creating new career opportunities across various facets of the sports ecosystem.

The Future of Work for Organizations

While we have taken time to view what the future of work looks like for individuals we must take time to view what the future of work looks like for organizations..

The future of work for organizations is being shaped by rapid technological advancements, shifting workforce demographics, and evolving societal expectations. For organizations, the future of work will be characterized by rapid technological change, evolving work models, and a stronger focus on employee well-being, sustainability, and inclusivity. Success in this new landscape will require a commitment to agility, innovation, and continuous learning, as well as a thoughtful approach to the ethical challenges posed by AI and automation. Here are the key trends and changes that will define the future of work for organizations:

Adoption of Automation and AI

- 1 **Impact on Operations:** Organizations will increasingly rely on automation and artificial intelligence (AI) to streamline processes, increase productivity, and reduce costs. Repetitive, low-skill tasks will be automated, allowing human workers to focus on more complex, creative, and strategic roles.
- 2 **New Job Roles:** As automation replaces some jobs, new roles will emerge, particularly in areas like AI development, data analysis, and technology maintenance. Organizations must be prepared to train and upskill their employees to meet the demands of these new positions.
- 3 **Human-AI Collaboration:** The future workplace will see humans and AI working side by side. Organizations will need to foster a culture where employees can work effectively with AI tools, enhancing their productivity and decision-making.

Hybrid and Remote Work Models

- 1 **Flexible Work Arrangements:** The COVID-19 pandemic accelerated the adoption of remote and hybrid work models, which are likely to persist. Organizations will need to provide flexibility in how employees work, balancing in-office and remote work to attract and retain talent.

- 2 Technology and Infrastructure:** To support remote work, organizations must invest in technology infrastructure, including cloud computing, cybersecurity, and collaboration tools. Ensuring seamless communication and productivity across distributed teams will be critical.
- 3 Redefining Workspaces:** Physical office spaces will evolve. Organizations may reduce office footprints and design workspaces that emphasize collaboration and innovation, turning them into hubs for in-person interaction rather than daily workspaces.

Focus on Employee Well-being and Mental Health

- 1 Holistic Employee Support:** Organizations will increasingly prioritize the well-being of their employees, recognizing that mental health, work-life balance, and job satisfaction are integral to productivity. Companies will offer wellness programs, mental health resources, and flexible work options to support their workforce.
- 2 Burnout Prevention:** As the pace of work accelerates, preventing burnout will become a critical organizational priority. This may involve redesigning workloads, offering more vacation time, and ensuring that employees can disconnect outside of work hours.

Diversity, Equity, and Inclusion (DEI)

- 1 Workforce Representation:** Organizations will continue to focus on improving diversity, equity, and inclusion (DEI) in the workplace. This includes ensuring diverse representation across all levels of the organization and creating a culture where all employees feel valued and included.
- 2 Inclusive Policies:** Companies will need to adopt policies and practices that promote fair treatment, provide equal opportunities for advancement, and address unconscious biases in hiring, promotion, and leadership development.
- 3 Global Talent Pool:** As remote work expands, organizations will have access to a global talent pool. This will make it easier to diversify their workforce, bringing in a wide range of perspectives, experiences, and skills from across the world.

Lifelong Learning and Upskilling

- 1 Continuous Learning:** Rapid technological changes mean that employees will need to continually update their skills to stay relevant. Organizations will invest heavily in upskilling and reskilling programs to help workers adapt to new tools and processes.
- 2 Learning Culture:** To remain competitive, organizations will foster a culture of lifelong learning, encouraging employees to develop new competencies. This may include offering access to online courses, training programs, and mentorship opportunities.

Purpose-Driven Work and Social Responsibility

- 1 **Corporate Social Responsibility (CSR):** Employees are increasingly seeking to work for organizations that align with their values. Companies will need to prioritize sustainability, social responsibility, and ethical practices to attract talent and build a positive brand reputation.
- 2 **Environmental and Social Impact:** Organizations will focus on their environmental and social impact, ensuring that they are contributing to sustainable development goals (SDGs).
This may involve reducing carbon footprints, promoting ethical supply chains, and supporting community initiatives.

Agility and Adaptability

- 1 **Organizational Agility:** In a rapidly changing environment, organizations will need to be agile and adaptable to thrive. This involves being able to pivot quickly in response to market changes, technological disruptions, or global crises. Agile organizational structures will allow for faster decision-making and more effective problem-solving.
- 2 **Flat Hierarchies:** Many organizations will move towards flatter hierarchies with fewer layers of management. This can foster innovation, improve communication, and allow for quicker responses to new opportunities.

The Gig Economy and Freelance Workforce

- 1 **Rise of Freelancers:** The future workforce will include a growing number of freelancers, contractors, and gig workers. Organizations will increasingly tap into this flexible workforce to fill skill gaps, reduce costs, and drive innovation.
- 2 **Project-Based Work:** Traditional long-term employment contracts may become less common, with more organizations focusing on project-based work. Companies will need to build systems to manage and integrate freelance talent effectively while maintaining consistent corporate culture and values.

Ethical Use of AI and Data

- 1 **Data Privacy:** As organizations collect and use more data to drive decision-making, they will face increased scrutiny over data privacy and security. Companies must ensure that they handle data ethically and transparently, complying with regulations and protecting employee and customer information.
- 2 **AI Ethics:** The use of AI raises ethical concerns, particularly related to bias, discrimination, and the displacement of jobs. Organizations will need to address these concerns through transparent AI governance frameworks, ensuring that AI tools are used responsibly and fairly.

The Future of Work Beta v1

UNDERLYING DRIVERS

Connectivity

- Information availability
- Globalized access
- Mobile work

Machine Capabilities

- Processing power
- Artificial Intelligence
- Spatial cognition
- Robotics

Demographics

- Ageing
- Country divergence
- Migration
- Pension funding

Social Expectations

- Opportunity
- Gender equity
- Flexibility
- Meaning
- Potential

ECONOMIC STRUCTURE

Modularization

- Unbundling
- Work fragmentation
- Specialization
- Distributed processes

Globalization

- Product
- Innovation
- Service

Productivity

- Factor shifts
- Technology impact
- Capital efficiency
- Industry divergence

Value Polarization

- Commoditization
- Expertise
- Innovation
- Relationships

LABOUR DISPLACEMENT

Remote Work

- Telepresence
- Collaboration
- Virtual worlds
- Machine operation

Work Marketplaces

- Participation
- Availability
- Pay pressure
- Access to expertise

Crowdsourcing

- Open innovation
- Labor pools
- Managed crowds
- Enhanced mechanisms

Worker Replacement

- Automation
- Robots
- Service
- Judgment

EMERGING LANDSCAPE

Economy Of Individuals

- Independence
- Entrepreneurship
- Collaboration
- Reputation

Polarization Of Work

- Pay
- Opportunity
- Affiliation

High-performance Organizations

- Internal markets
- Ad-hoc networks
- Social technologies
- Distributed value creation

Education

- Available
- Open
- Continuous
- Peer learning

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Global Surveys on the Future of Work

This survey provides valuable insights into how businesses, employees, and policymakers are preparing for and adapting to changes in the workplace. Here are some key findings from recent surveys and studies:

World Economic Forum (WEF)- Future of Jobs Report 2023:

1

Job Creation and Destruction:

The report predicts that by 2030, 85 million jobs may be displaced by a shift in the division of labor between humans and machines, while 97 million new roles may emerge.

2

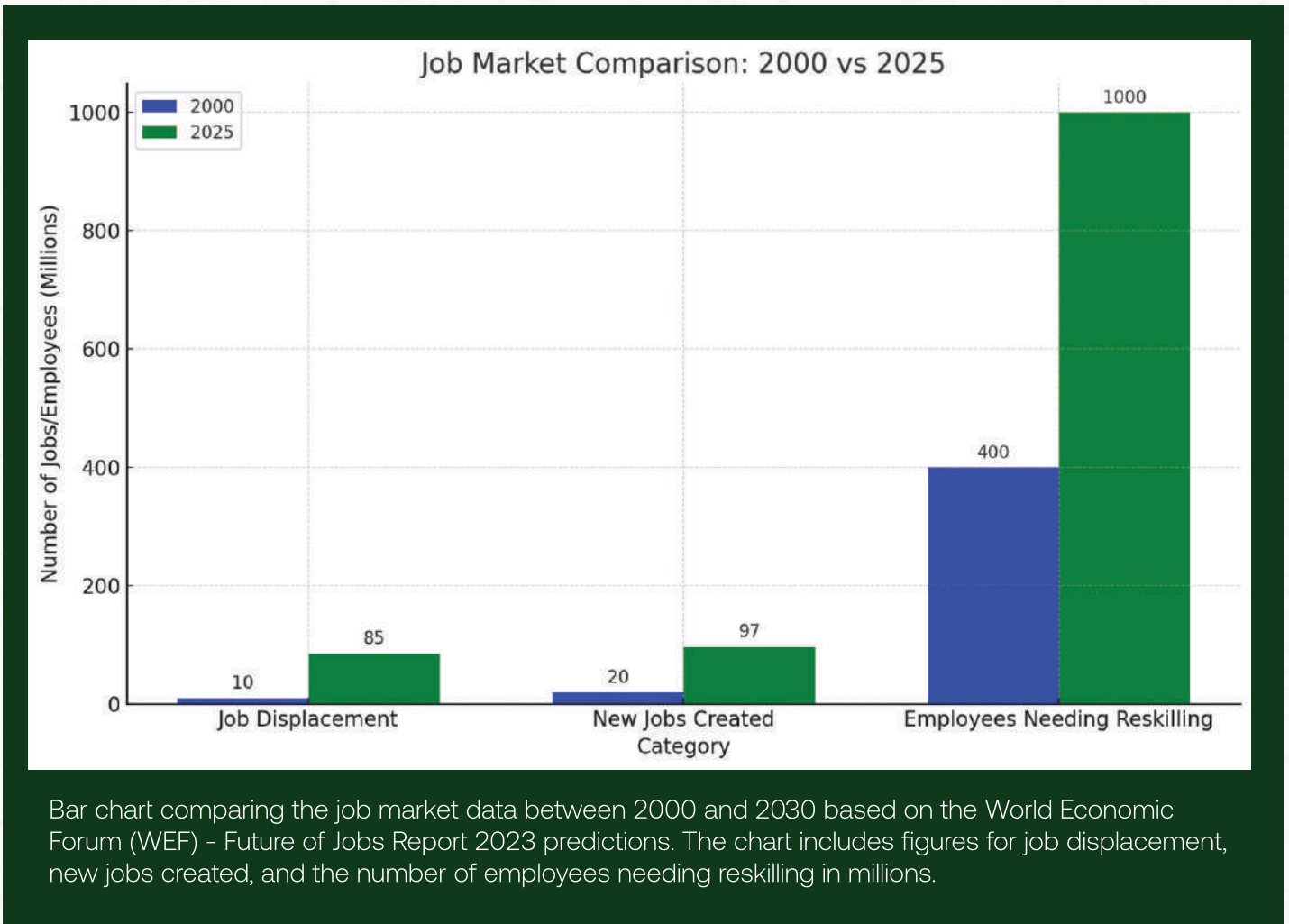
Skills in Demand:

Skills such as critical thinking, problem-solving, and self-management (e.g., active learning, resilience, stress tolerance, and flexibility) are expected to be in high demand.

3

Reskilling and Upskilling:

50% of all employees will need reskilling by 2030. Companies are expected to offer reskilling and upskilling opportunities to their employees.



McKinsey Global Institute - The Future of Work after COVID-19:

1

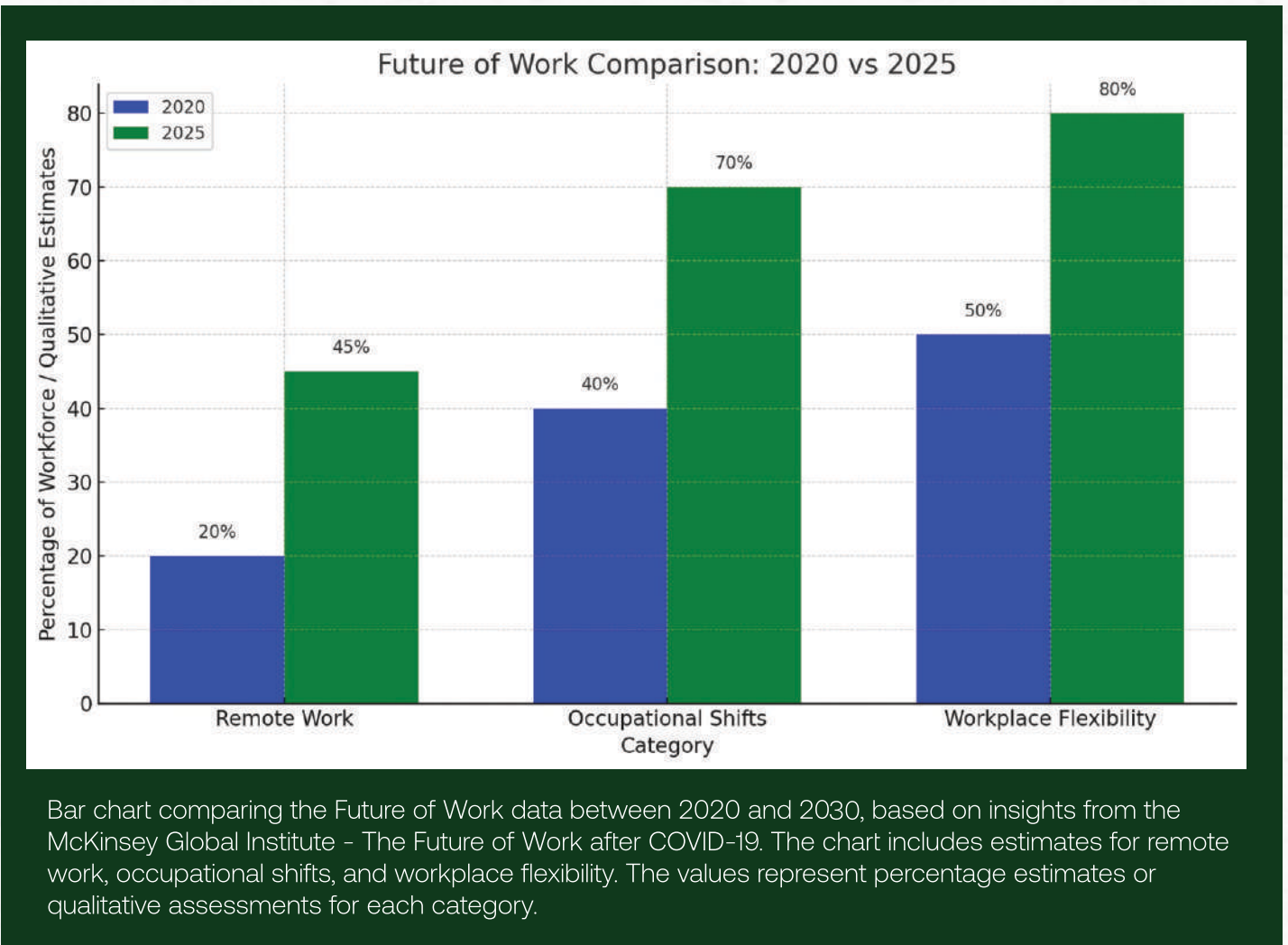
Remote Work:

Up to 25% more workers than previously estimated could work from home three to five days a week without a loss of productivity.

2

Occupational Shifts:

There will be significant shifts in occupations, with growth in sectors such as healthcare, STEM (science, technology, engineering, and mathematics), and roles requiring digital skills. Workplace Flexibility: Companies are likely to adopt more flexible working models, including hybrid work environments, to attract and retain talent.



Deloitte - Global Human Capital Trends 2023:

1

Workforce Ecosystems:

Organizations are increasingly relying on a diverse workforce ecosystem, including full-time employees, gig workers, and automated systems.

2

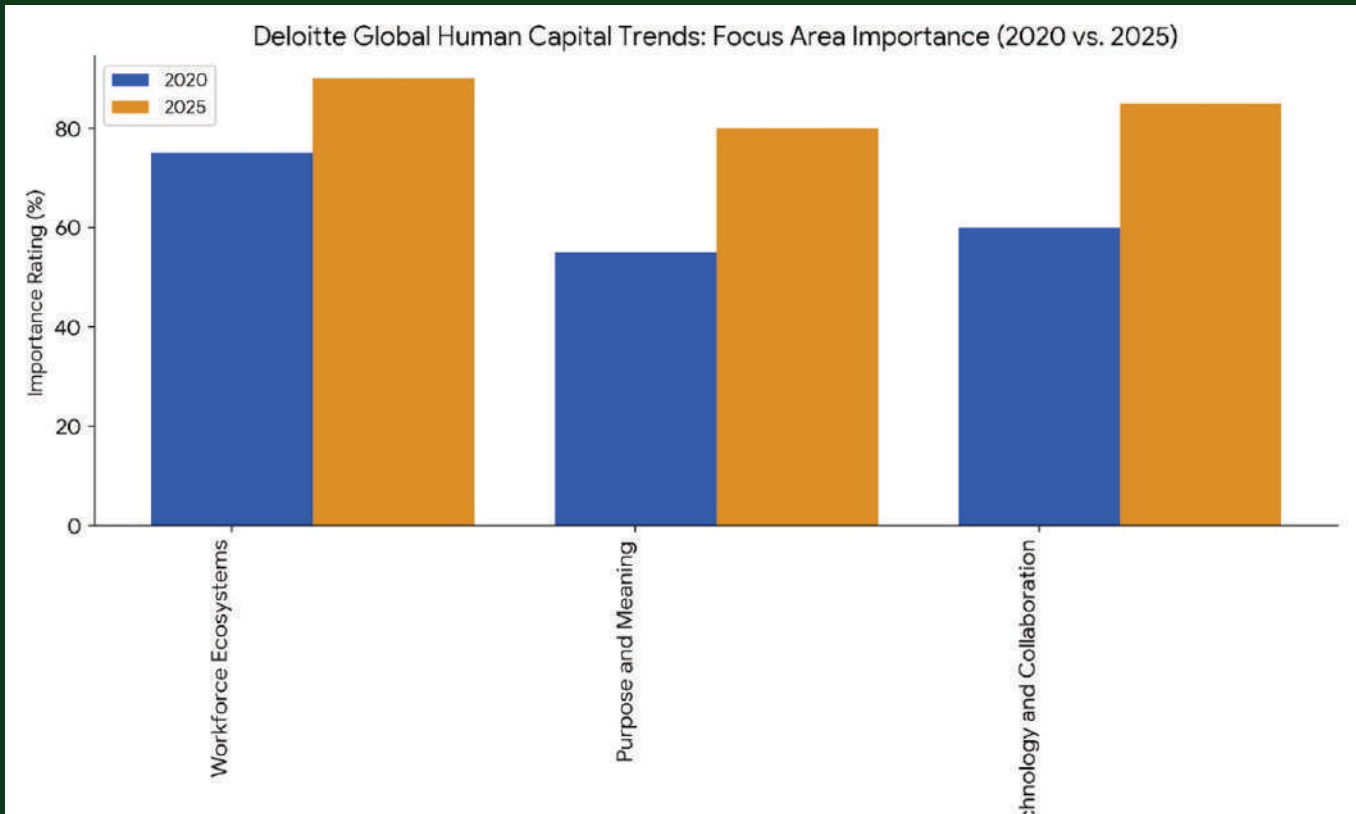
Purpose and Meaning:

Employees are seeking more meaningful work and aligning their roles with their personal values. Purpose-driven organizations are likely to attract and retain talent better.

3

Technology and Collaboration:

The use of collaborative technologies and platforms is critical for enabling remote and hybrid work. Companies are investing in tools that facilitate communication, collaboration, and productivity.



Bar chart comparing the prevalence of three key trends in the workplace data between 2020 and 2030, as identified in the Deloitte Global Human Capital Trends 2023 report. The chart visually represents the changes in the importance of these trends over time, providing insights into how organizations are adapting to the evolving workplace landscape.

PWC - Workforce of the Future: The Competing Forces Shaping 2030:

Four Worlds of Work:

- PwC outlines four potential scenarios for the future of work: a) The Red World until (innovation rules),
- The Blue World (corporate is king),
- The Green World (companies care), and
- The Yellow World (humans come first).

1

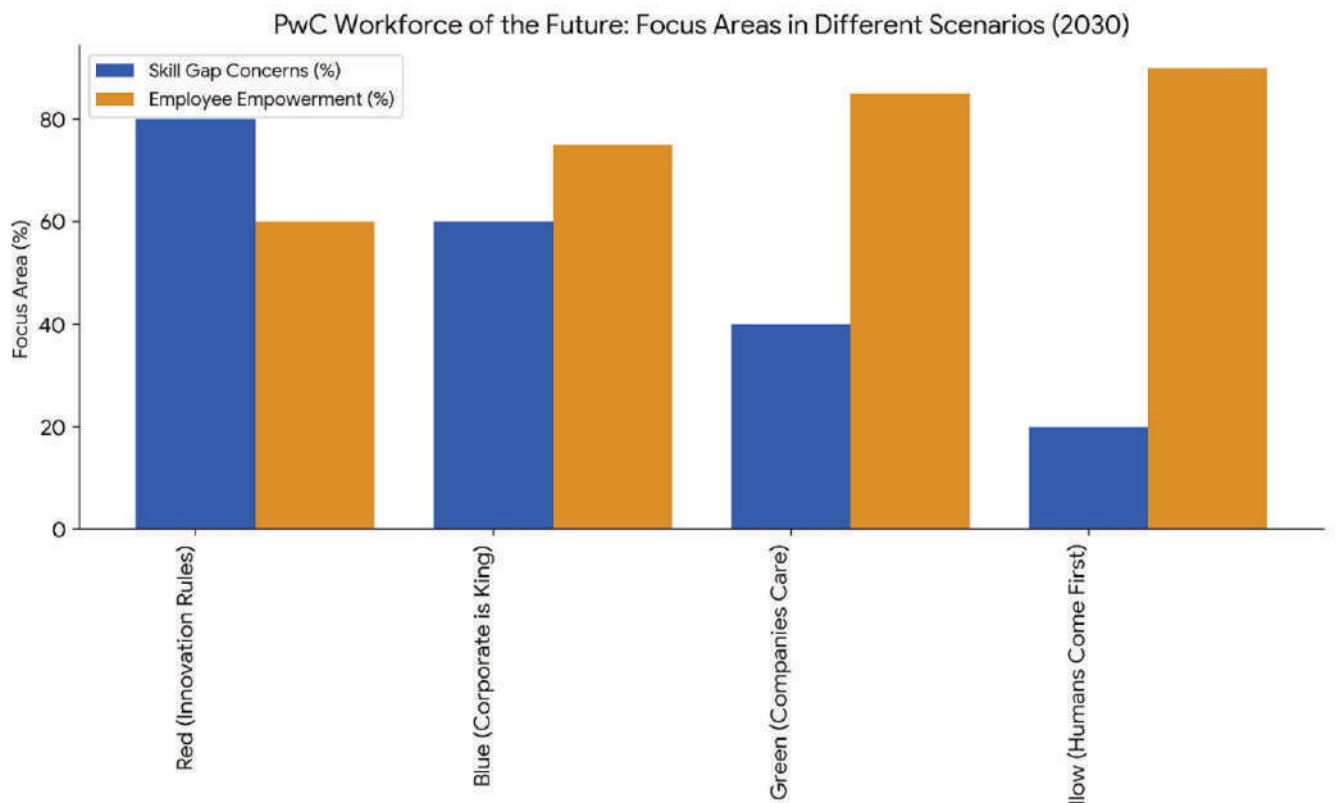
Skill Gaps:

-There is a growing concern about skill gaps and the need for continuous learning and development to keep pace with technological advancements.

2

Employee Empowerment:

Empowered employees with access to the right tools and training are more likely to drive innovation and organizational success.



Bar chart illustrates the trends in skill gaps and employee empowerment from 2020 to 2030, as predicted by PwC's "Workforce of the Future: The Competing Forces Shaping 2030" report. The data is presented within the context of four potential future scenarios: The Red World, The Blue World, The Green World, and The Yellow World. The chart compares the relative importance of addressing skill gaps and empowering employees in each scenario. It provides insights into how these factors may influence the future of work and the types of organizations that are likely to thrive in different environments.

Gallup - State of the Global Workplace 2022:

1

Employee Engagement:

Only 20% of employees globally are engaged at work, success highlighting the need for better engagement strategies and management practices.

2

Well-being:

Employee well-being has become a critical focus, with companies investing in mental health resources and support systems.

3

Remote Work Preferences:

A significant portion of the workforce prefers remote or hybrid working arrangements, and companies need to adapt to these preferences to maintain productivity and job satisfaction.

Global Strategies for Future of Work






Singapore's Smart Nation Initiative aims to harness technology to improve quality of life, create more opportunities, and build a vibrant economy, resulting in high-tech job creation and a globally competitive workforce.




Estonia's e-Residency program allows non-Estonians to start and manage a location-independent business online, boosting entrepreneurship and attracting global talent.




Germany's Industry 4.0 strategy integrates cyber-physical systems, the Internet of Things, and cloud computing into manufacturing, enhancing production efficiency and innovation.

Japan's Society 5.0 aims to create a super-smart society by integrating cyberspace with physical space, improving healthcare and smart city infrastructure.






Silicon Valley in the United States is renowned for its ecosystem of innovation and technology companies, driving global tech trends and creating significant job opportunities in the tech sector.




Finland's education system fosters creativity, problem-solving, and collaboration, resulting in a highly skilled workforce and strong global competitiveness.




Israel, known as the "Startup Nation," has the highest number of startups per capita, leading innovations in cybersecurity, biotech, and agritech.

Sweden's flexible work policies promote work-life balance and productivity, leading to high employee satisfaction and increased productivity.





China is heavily investing in AI and automation, aiming to lead in the future of work with increased efficiency in manufacturing and advancements in autonomous technologies.





Canada's Digital Economy Strategy focuses on fostering a robust digital economy, supporting tech startups, and developing a digitally skilled workforce.


Key Takeaways

- 

-Technological Integration: The integration of AI, automation, and digital tools is transforming job roles and skill requirements.
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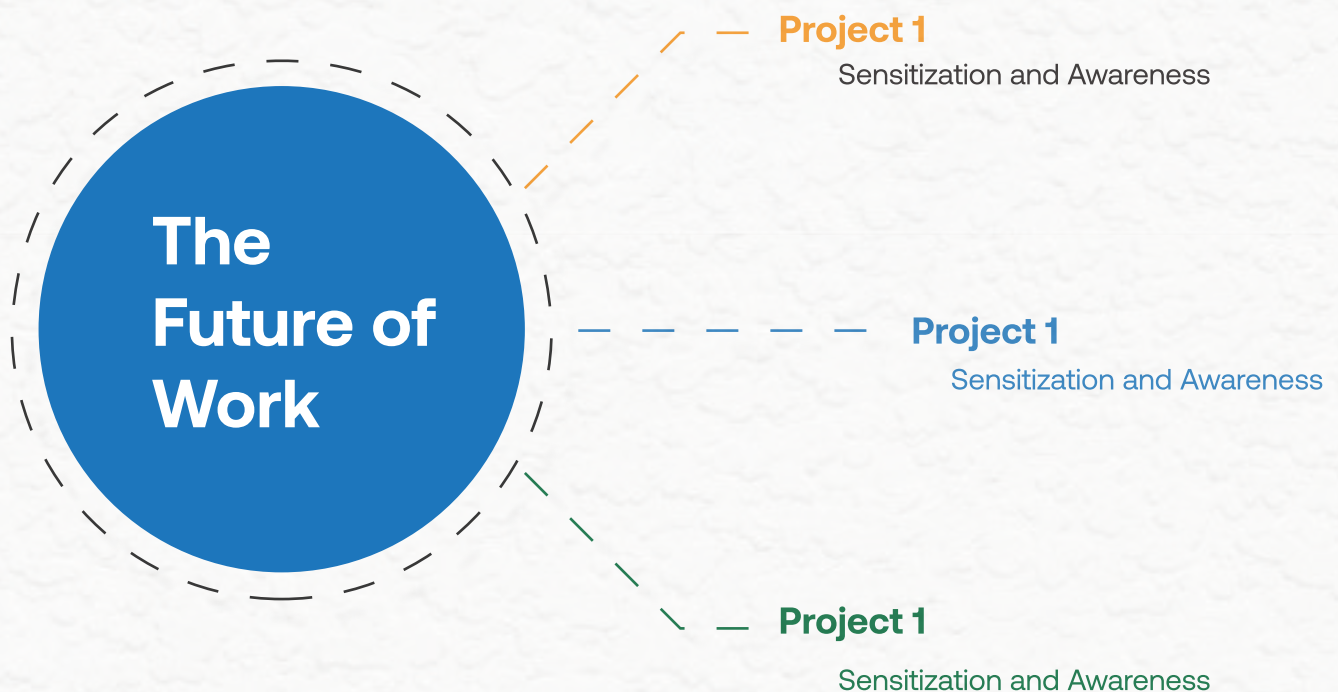
-Flexible Work Models: Remote and hybrid work models are becoming the norm, requiring new policies and management strategies.
- 

-Continuous Learning: Lifelong learning and reskilling are essential to keep pace with technological changes and evolving job markets.
- 

-Employee Well-being: Companies must prioritize employee well-being, mental health, and engagement to retain talent and foster a productive workforce.
- 

-Diverse Workforce: -The workforce of the future will be diverse, including full-time employees, gig workers, and automated systems, necessitating adaptable and inclusive policies.

These findings underscore the importance of preparing for a dynamic and evolving work environment, where technology, flexibility, and continuous learning are key to success.



Programme Development

To prepare for these future opportunities, a comprehensive program has been developed, comprising three interconnected projects:

Project 1: Sensitization and Awareness of Wealth Creation in Emerging Sectors

Objective:

Raise awareness about the potential for wealth creation in the booming sectors identified, particularly among young people, educators, and policymakers.

Key Activities:

- **Sector Exploration Campaigns:** Launch national and regional campaigns that highlight emerging sectors, showcasing success stories, potential career paths, and the economic benefits of investing in these fields.
- **Partnerships with Media Outlets:** Collaborate with media companies to create documentaries, podcasts, and social media content focused on future job markets.
- **Interactive Seminars and Webinars:** Organize events that bring together industry leaders, futurists, and economists to discuss the future of work, with a focus on how individuals can prepare for and capitalize on new opportunities.

Expected Outcomes:

- Increased public awareness of opportunities in emerging sectors.
- Greater interest among students and job seekers in pursuing careers in these areas.

We have commenced this by

Launch of EcoNigeria Campaign during Cop28 in Dubai UAE

The initiative was launched at the COP28 in Dubai, United Arab Emirates (UAE), in collaboration with Uganda Airlines.

The project was aimed to “encourage and empower 20 millions Nigerians from diverse backgrounds to take personalized actions” against climate change. Participants were encouraged to make personal commitments to improve their sustainable practices and environmental responsibility. This includes actions such as reducing waste, conserving energy, supporting renewable energy initiatives and adopting eco-friendly habits in their daily lives. The goal is to inspire individuals to recognize their role in the broader effort to protect the environment and to motivate them to contribute actively to the cause.

Stakeholders at the climate conference also described the initiative as a significant step forward in the journey toward a sustainable and resilient future for Nigeria and the planet. The key aspect is the active involvement of young people which plays a crucial role in shaping the future of the planet. The launch of the EcoNigeria Campaign at COP28 represents a proactive and inclusive approach to climate action thereby encouraging personalized commitments and emphasizing the importance of individual responsibility.

University lectures on the Green Economy and its advantages

In February 2023 we held a conference in Abuja University which had 2000 students in attendance. The primary objective was to inspire transformative actions that promote sustainable development, enhance workforce readiness for the digital age, and accelerate the transition to a green economy. The conference aimed to instill in students the importance of sustainable practices that balance economic growth with environmental protection and social well-being. Students were exposed to innovative ideas and successful models from around the globe that demonstrated the viability and benefits of green economic practices. These real-world examples provided students with practical insights into how sustainable practices can be implemented effectively, reinforcing the idea that the green economy is not just a theoretical concept but a practical and achievable reality.

By fostering interdisciplinary collaboration, promoting best practices, and facilitating capacity building, Vivacity Development is poised to create tangible impacts that contribute to a more sustainable and prosperous future. We spearheaded specialized training programs focusing on the green economy. These encompasses crucial areas such as renewable energy, sustainable agriculture, and environmental conservation, thereby empowering young individuals to make meaningful contributions to a greener world.

Future of work conference during the United Nations General Assembly in New York USA.

Working with partners such as Office of the special assistants to Lagos state governor on SDGs and Climate Change and Circular Economy, we held on a conference on the future of work which featured a diverse lineup of speakers, including global leaders, policy makers, industry experts, and innovators who shared their insights and experience on the critical issues of sustainable development, and the transition to a green economy.

The conference understood the importance of actionable strategies and collaborative efforts to tackle environmental challenges, promote economic growth, and ensure social equity. Key topics included innovative approaches to sustainable development, policies for fostering a green economy, and the role of technological advancement in transforming the future of work. These interactions not only provided valuable insights but also paved the way for future collaborations and projects aimed at driving global sustainability. The event served as a testament to our dedication to fostering a sustainable and equitable future and we were able to facilitate meaningful dialogue and develop practical solutions that will shape the future of work in the rapidly changing world.

For comprehensive project data, initiatives and project summaries, please see STATUS REPORT

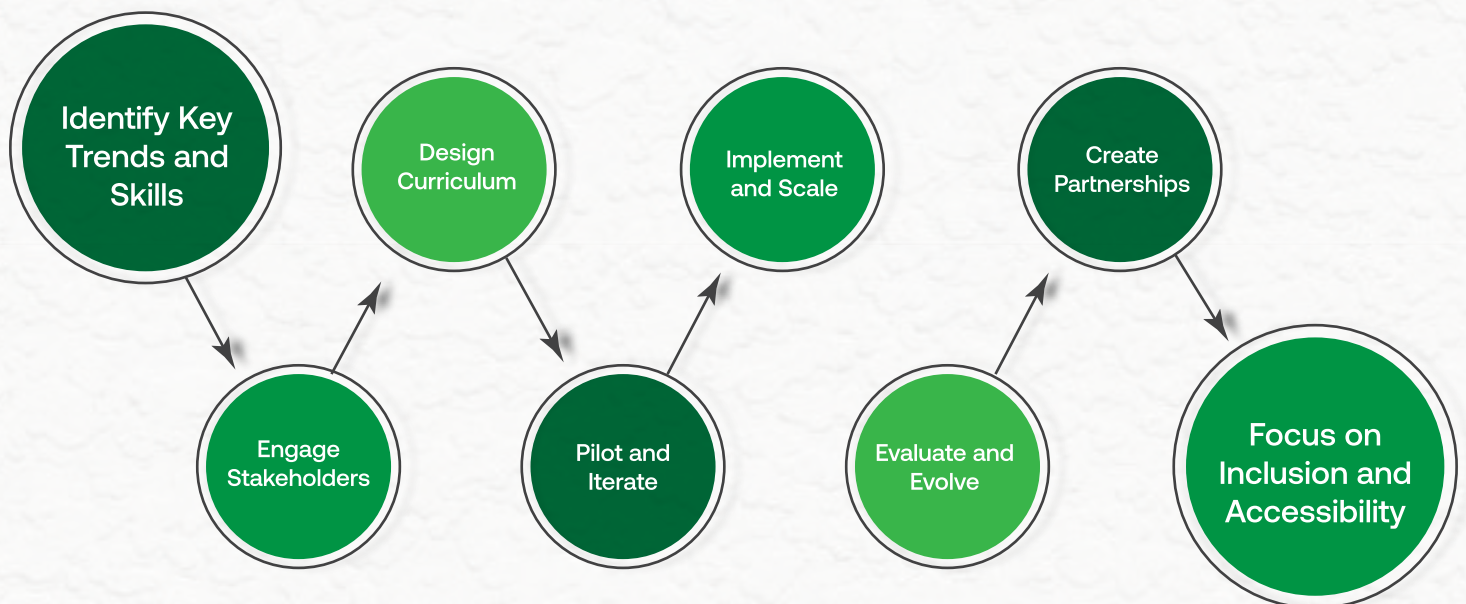
Project 2: Upskilling in Identified Sectors

Objective:

Equip the workforce with the necessary skills to thrive in emerging industries through targeted upskilling programs.

Key Activities:

Activity 1: Curriculum Development: Partner with educational institutions and industry experts to develop training programs in renewable energy, AI, biotechnology, and other growing sectors.



Developing a curriculum through the private sector focused on the future of work involves several strategic steps.

1

Identify Key Trends and Skills

- **Research Emerging Trends:** Understand the evolving landscape of work, including remote work, automation, AI, digital literacy, and soft skills.
- **Consult Industry Experts:** Engage with leaders and professionals in relevant industries to identify essential skills and competencies for the future.

2

Engage Stakeholders

- **Collaboration with Businesses:** Partner with companies to understand their workforce needs and gather input on curriculum design.
- **Involve Educators and Trainers:** Work with educators who have experience in curriculum development to ensure it meets educational standards.

3

Design the Curriculum

- **Align with Industry Needs:** Ensure that the curriculum addresses the skills gap identified in your research and stakeholder consultations.
- **Include Diverse Learning Methods:** Incorporate hands-on experiences, project-based learning, and digital platforms to engage learners effectively.
- **Focus on Lifelong Learning:** Emphasize adaptability and continuous learning to prepare students for changing job markets.

4

Pilot and Iterate

- **Run Pilot Programs:** Test the curriculum with a small group to gather feedback on its effectiveness and relevance.
- **Adjust Based on Feedback:** Use insights from the pilot to refine and improve the curriculum.

5

Implement and Scale

- **Train Educators:** -Provide training for instructors on how to deliver the new curriculum effectively.
- **Launch Full Programs:** -Roll out the curriculum in partnership with educational institutions and businesses.

6

Evaluate and Evolve

- **Continuous Assessment:** Regularly evaluate the curriculum's impact on student outcomes and its relevance to industry needs.
- **Update Regularly:** Make adjustments to the curriculum as industry demands evolve and new trends emerge.

7

Create Partnerships

- **Foster Ongoing Collaboration:** Maintain relationships with businesses for internships, mentorships, and job placements.
- **Network with Other Educational Institutions:** Share best practices and learn from others who are also adapting to the future of work.

8

Focus on Inclusion and Accessibility

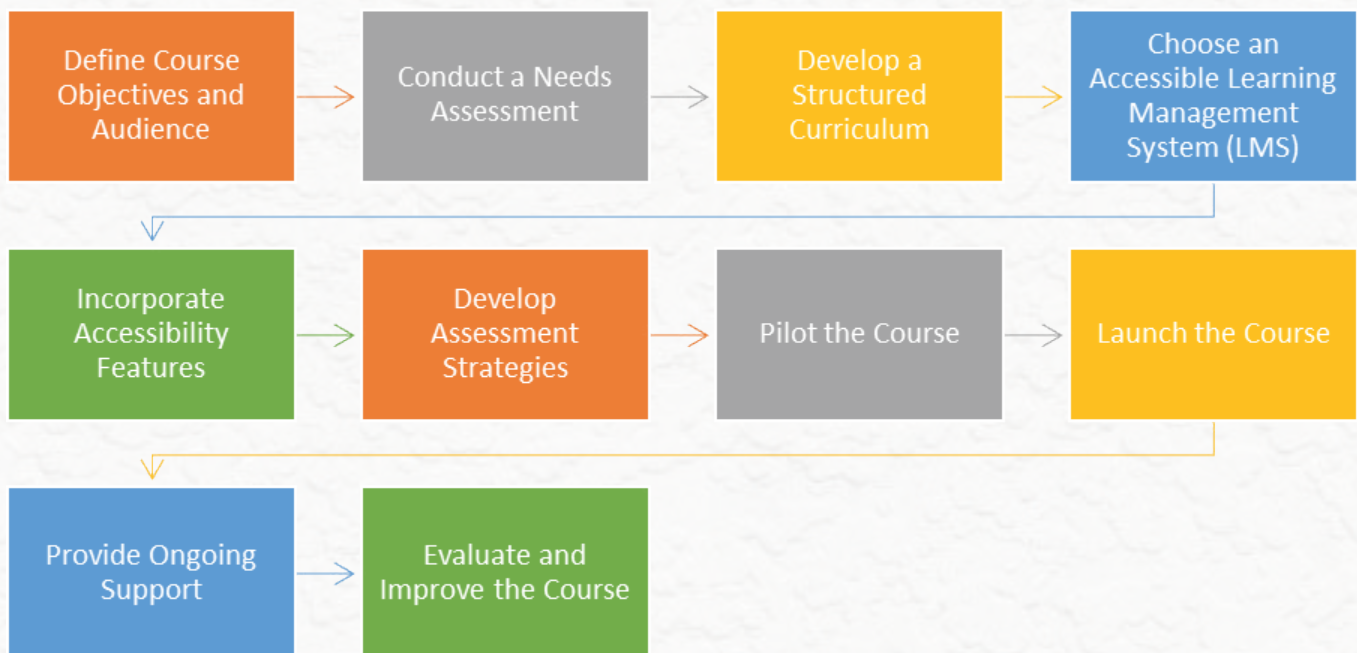
- **Ensure Broad Access:** Design the curriculum to be inclusive and accessible to diverse populations, considering different learning styles and backgrounds.

Examples of Skills to Include:

1. **Technical Skills:** Digital literacy, data analysis, coding, and Cybersecurity.
2. **Soft Skills:** Critical thinking, communication, teamwork, and emotional intelligence.
3. **Industry-Specific Skills:** Depending on the sector, such as healthcare, finance, or technology.

By following this framework, you can develop a curriculum that is not only relevant to the future of work but also equips learners with the skills they need to succeed in an evolving job market.

Activity 2: Online Learning Platforms: Create accessible online courses and certifications, focusing on both technical skills and soft skills needed in these sectors.



Creating an accessible online course and certificate program that focuses on both technical skills and soft skills involves several key steps. Here's a comprehensive guide:

Step 1: Define Course Objectives and Audience

- **Set Clear Learning Objectives:** Identify the specific technical skills (e.g., programming, data analysis) and soft skills (e.g., communication, teamwork) that learners will acquire.
- **Identify Target Audience:** Understand the demographics, background, and needs of your learners to tailor content appropriately.

Step 2: Conduct a Needs Assessment

- **Research Industry Demands:** Analyze current trends in relevant sectors to determine which skills are in high demand.
- **Gather Learner Insights:** Conduct surveys or interviews to understand learners' interests, goals, and preferred learning styles.

Step 3: Develop a Structured Curriculum

- **Create a Course Outline:** Design a syllabus that integrates technical and soft skills, ensuring a balanced approach throughout the course.
- **Develop Course Materials:** Create engaging content (videos, readings, quizzes, and interactive activities) that caters to different learning styles.

Step 4: Choose an Accessible Learning Management System (LMS)

- **Select an LMS:** Choose a platform that supports accessibility features such as screen reader compatibility, captioning, and mobile access.
- **User-Friendly Design:** Ensure the LMS is intuitive and easy to navigate for all learners.

Step 5: Incorporate Accessibility Features

- **Content Accessibility:** Ensure all materials are accessible, including providing alt text for images, transcripts for audio/video, and compatibility with assistive technologies.
- **Diverse Learning Formats:** Offer content in multiple formats (text, video, interactive) to accommodate various learning preferences and needs.

Step 6: Develop Assessment Strategies

- **Formative Assessments:** Incorporate quizzes, discussions, and practical exercises throughout the course to reinforce learning.
- **Summative Assessments:** Design final projects or exams that evaluate both technical skills and soft skills, ensuring a holistic assessment of learner performance.

Step 7: Pilot the Course

- **Conduct a Pilot Program:** Test the course with a small group of learners to gather feedback on content, structure, and accessibility.
- **Gather Feedback:** Use surveys and interviews to understand participants' experiences and identify areas for improvement.

Step 8: Launch the Course

- **Marketing Strategy:** Promote the course through social media, email campaigns, and partnerships with relevant organizations to attract participants.
- **Streamlined Enrollment:** Make the registration process straightforward and provide clear instructions for accessing course materials.

Step 9: Provide Ongoing Support

- **Instructor Availability:** Ensure instructors are accessible for questions and provide timely feedback.
- **Create a Learning Community:** Establish forums or discussion groups where learners can interact, share insights, and support each other.

Step 10: Evaluate and Improve the Course

- **Collect Data for Evaluation:** Use analytics, completion rates, and feedback surveys to assess the effectiveness of the course.
- **Continuous Improvement:** Regularly update course content and teaching methods based on learner feedback and evolving industry standards.

Key Skills to Include:

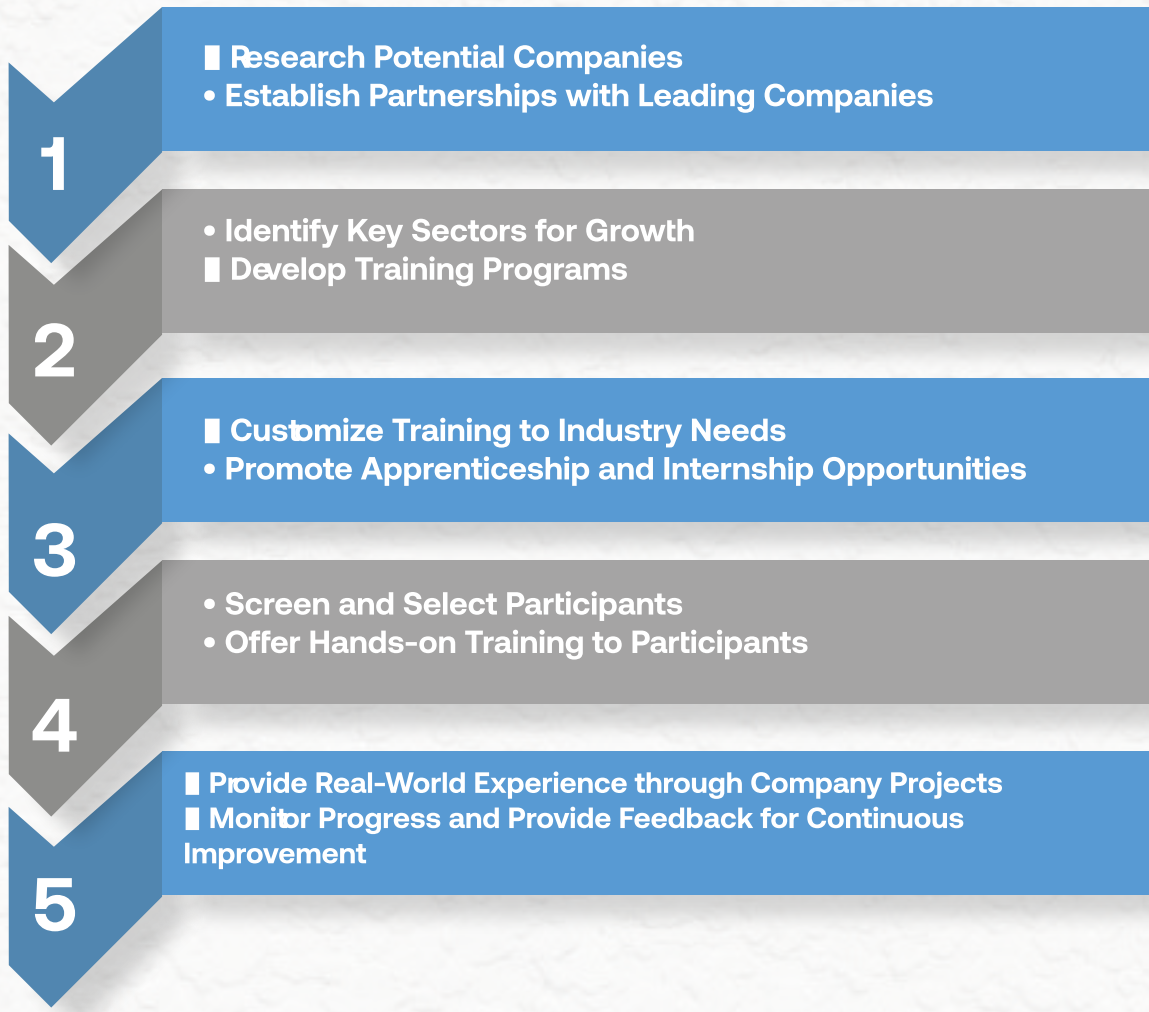
Technical Skills:

- **Data Analysis:** Proficiency in tools like Excel, SQL, or Python.
- **Programming:** Knowledge of languages such as Java, JavaScript, or HTML/CSS.
- **Digital Marketing:** Understanding SEO, social media strategies, and analytics tools.
- **Project Management:** Familiarity with methodologies like Agile and tools like Trello or Asana.

Soft Skills:

- **Communication:** Effective verbal and written communication techniques.
- **Collaboration:** Skills for working effectively in diverse teams.
- **Critical Thinking:** Techniques for problem-solving and making informed decisions.
- **Adaptability:** Developing resilience and a growth mindset in response to change.

Activity 2: Online Learning Platforms: Create accessible online courses and certifications, focusing on both technical skills and soft skills needed in these sectors.



■ **Research Potential Companies**

Identify companies that align with your goals and can offer valuable training opportunities.

■ **Establish Partnerships with Leading Companies**

Form formal agreements with top companies to provide internships and apprenticeships.

■ **Identify Key Sectors for Growth**

Focus on industries that are expanding and where participants will benefit from future opportunities.

■ **Develop Training Programs**

Design training modules that address the skills needed within the selected sectors.

■ **Customize Training to Industry Needs**

Tailor the training programs to meet the specific demands of each industry and company.

■ **Promote Apprenticeship and Internship Opportunities**

Publicize these opportunities to attract qualified candidates, utilizing social media, websites, and other platforms.

■ **Screen and Select Participants**

Assess applicants to choose individuals with the potential to succeed and grow through the program.

■ **Offer Hands-on Training to Participants**

Provide practical, on-the-job training that allows participants to apply what they've learned.

■ **Provide Real-World Experience through Company Projects**

Involve participants in real company projects, giving them exposure to actual work environments and challenges.

■ **Monitor Progress and Provide Feedback for Continuous Improvement**

Track participant progress and give constructive feedback to help them improve and maximize their learning experience.

This flow ensures a structured approach to offering practical learning and development opportunities.

Expected Outcomes:

- A highly skilled workforce prepared to enter and excel in emerging sectors.
- Increased employability of individuals transitioning from obsolete jobs.
- Increased job opportunities in emerging sectors.
- A smoother transition for workers from obsolete industries to new, high growth areas.

Project 3: Creating Jobs in Organizations to Absorb Workers with New Skills

Objective:

Facilitate the creation of jobs within organizations by encouraging the integration of new skills acquired by the workforce.

Key Activities:

-Job Creation Incentives: To stimulate employment and ensure that businesses are aligning with future economic demands, governments and policymakers can introduce a range of incentives for companies that actively create jobs in emerging sectors or transition their existing workforce to meet the needs of tomorrow's economy.

S/N	Incentives	Description
1	Tax Breaks	Offer reductions in corporate taxes for companies that generate new job opportunities in high-growth sectors like green energy, technology, artificial intelligence, healthcare, and sustainable agriculture. These tax breaks can be structured progressively, providing greater reductions based on the number of jobs created or the level of alignment with sustainable and future-focused industries.
2	Grants and Subsidies	Provide financial support in the form of direct grants or subsidies to businesses that invest in hiring, training, or upskilling workers to fill roles in industries that drive innovation and sustainability. This can include roles in renewable energy, AI, biotechnology, and other sectors key to economic transformation. Grants can also help companies transition to more sustainable business models, thereby creating jobs that are future-proof.
3	Workforce Development Incentives	Create funding pools for companies that invest in workforce development programs. This can include tax deductions or financial support for training programs, apprenticeships, and internships designed to equip workers with the skills needed for emerging roles in the digital economy, automation, and green industries.
4	Green Jobs Incentives	Specifically for companies that are transitioning to environmentally friendly business practices or creating roles within the green economy, offer additional tax credits or financial support. These incentives could encourage businesses to invest in clean energy projects, sustainable agriculture, and other climate-positive endeavors while simultaneously expanding employment opportunities

S/N	Incentives	Description
5	Public-Private Partnerships	Establish partnerships between governments, educational institutions, and private companies to jointly fund job creation initiatives in emerging sectors. Governments can provide matching funds or other resources to supplement the company's investment in job creation, particularly in sectors such as education, technology, healthcare, and sustainable development.
6	Relocation and Expansion Incentives	Offer special incentives to companies willing to relocate to regions with high unemployment or economic challenges, particularly if they are creating jobs in innovative or future-forward sectors. These incentives can include reduced land costs, tax holidays, or infrastructure development support to facilitate the company's growth in underserved areas.
7	Research and Development Tax Credits	Provide additional tax credits to companies that are investing in research and development (R&D) aimed at creating innovative solutions within their sector. These credits would help incentivize companies to explore new technologies, products, and services that contribute to long-term job creation in emerging industries.

By offering a combination of these job creation incentives, governments can encourage businesses to play a proactive role in building a more resilient, future-oriented workforce while helping economies adapt to rapid technological advancements and the transition towards sustainability.

Business Incubation and Support:

Establishing incubators and accelerators specifically targeted at startups in high-growth sectors can play a pivotal role in fostering innovation, job creation, and economic development. These programs are designed to provide early-stage companies with the resources, mentorship, and funding they need to thrive and scale. Below are expanded ways to implement and enhance business incubation and support systems:

S/N	Strategy	Description
1	Sector-Specific Incubators and Accelerators	Create incubators tailored to booming sectors such as green energy, biotechnology, artificial intelligence (AI), fintech, and agritech. These sector-focused programs can ensure that startups receive guidance from industry-specific experts, helping them navigate the unique challenges and opportunities within their fields. The incubators can serve as hubs of innovation, offering specialized training, resources, and infrastructure that cater to the needs of these industries.

S/N	Strategy	Description
2	Mentorship Programs	One of the core offerings of a business incubator is access to experienced mentors who can provide startups with insights on everything from business strategy to product development, scaling, and market entry. Mentors can include industry veterans, successful entrepreneurs, venture capitalists, and experts in emerging technologies. This mentorship is invaluable in helping startups avoid common pitfalls and develop sustainable business models.
3	Funding Support	Provide startups with access to seed funding, venture capital, or grant programs through the incubator. By securing early-stage funding, startups can focus on research and development (R&D), product launch, and scaling operations. Incubators can also facilitate pitch competitions and investor demo days, giving startups the opportunity to showcase their progress to potential investors and secure additional funding rounds.
4	Access to Resources and Infrastructure	Incubators can provide startups with essential resources such as office space, research labs, highspeed internet, technical equipment, and collaborative workspaces. Having access to state-of-the-art infrastructure can accelerate product development and innovation while reducing operational costs for early-stage companies. Additionally, incubators can offer access to legal, marketing, and administrative support to help startups navigate the complexities of running a business.
5	Training and Capacity Building	Offer targeted training programs that cover key business areas like financial management, marketing, operations, technology adoption, and regulatory compliance. This training can help startups build the capacity they need to scale successfully. Specialized workshops on emerging industry trends, sustainability, and digital transformation can also ensure startups remain competitive in their respective sectors.
6	Networking and Collaboration Opportunities	Incubators can serve as networking hubs, where startups can collaborate with other entrepreneurs, investors, industry experts, and government representatives. Regular events such as panel discussions, meetups, and conferences can help startups build valuable connections that may lead to partnerships, new clients, or investment opportunities. Encouraging collaboration between startups can also lead to cross-sector innovation.

S/N	Strategy	Description
7	Government and Policy Support	Collaborate with local and national governments to ensure startups have access to favorable policies, tax incentives, and grants that promote innovation and job creation. Incubators can act as advocates for the startup community, working with policymakers to develop a regulatory environment that supports entrepreneurship and technological advancement.
8	Sustainability and Social Impact Focus	Encourage startups within incubators to focus on sustainability, social innovation, and impact-driven business models. Incubators can offer resources and guidance on integrating environmental, social, and governance (ESG) principles into business operations, particularly for startups working in sectors such as renewable energy, climate tech, and sustainable agriculture.
9	Incubation Phases and Support Beyond Startup Stage	While incubators often focus on early-stage companies, providing continued support as startups grow into mid-sized businesses can be crucial for long-term success. By offering tailored support through different phases of growth—such as scaling, expansion, and market diversification—incubators can ensure that startups continue to create jobs and contribute to the economy as they mature.
10	Market Access and Export Facilitation	Provide startups with support in accessing new markets, both domestically and internationally. This could involve helping startups navigate export regulations, facilitating connections with foreign investors, or providing market research and entry strategies. Incubators can also partner with global organizations to offer exchange programs that allow startups to explore international expansion opportunities.

Conclusion:

By establishing incubators and accelerators that are specifically designed to support emerging industries, governments, corporations, and academic institutions can create a thriving ecosystem for innovation and job creation. These programs will help startups overcome initial barriers, scale their businesses, and contribute to a vibrant, sustainable, and future-oriented economy, all while fostering entrepreneurship and driving long-term economic growth.

- Public-Private Partnerships: Encourage collaboration between governments and private sector organizations to develop policies and initiatives that support job creation in these areas.

Public-Private Partnerships (PPPs)

Encouraging collaboration between governments and private sector organizations is essential for driving effective policies and initiatives that can support job creation, particularly in emerging sectors. Public-Private Partnerships (PPPs) serve as a powerful mechanism for pooling resources, expertise, and innovation to tackle complex challenges while generating employment opportunities.

By fostering Public-Private Partnerships, governments and private sector organizations can jointly tackle the challenge of job creation in emerging sectors. These partnerships unlock innovation, share resources, and provide the structure needed to build a sustainable future workforce. Through collaborative efforts in policymaking, infrastructure development, skill-building, and sectoral growth, PPPs are crucial for driving job creation, economic resilience, and long-term prosperity.

Below is an expanded approach to implementing and optimizing PPPs for job creation:

1	Co-Creation of Policy Frameworks:	Governments and private sector leaders can collaborate to co-create policy frameworks that foster job growth in emerging sectors such as renewable energy, technology, healthcare, and green manufacturing. By working together, the public and private sectors can design regulations, tax incentives, and legal structures that encourage businesses to invest in new industries, drive innovation, and create jobs. This collaboration ensures that policies are both business-friendly and socially impactful, accelerating economic growth.
2	Infrastructure Development	<p>PPPs can play a vital role in developing infrastructure critical for job creation, especially in sectors like renewable energy, digital technology, and transportation.</p> <p>Governments can partner with private companies to build green energy plants, broadband infrastructure, research parks, and transportation systems that not only create construction and operations jobs but also attract businesses and industries that will offer long-term employment opportunities. For example, public-private investments in digital infrastructure can enhance connectivity, thereby creating jobs in the technology sector and supporting remote work.</p>

3	Innovation Hubs and Technology Parks	Governments can collaborate with private firms to establish innovation hubs and technology parks that provide a conducive environment for startups, SMEs, and established firms to innovate and grow. These hubs can serve as centers of excellence where public and private sectors converge to develop new technologies, products, and services. By offering shared resources, mentorship, R&D facilities, and financial incentives, these hubs can accelerate the development of key sectors, while creating high-quality jobs and promoting entrepreneurship.
4	Workforce Development and Skill Training	Public-Private Partnerships can address skills gaps by developing workforce training programs that are aligned with industry needs. Private companies can work with governments to design and implement training and upskilling programs in fields like AI, cybersecurity, clean energy, healthcare, and advanced manufacturing. These training initiatives can be housed in vocational institutes, community colleges, or even within corporate training centers. Through these programs, individuals can acquire the specialized skills required by growing sectors, ensuring a steady supply of qualified candidates for emerging job markets.
5	Incentivizing Job Creation in Targeted Sectors	Governments can offer financial incentives—such as tax breaks, subsidies, and grants—to companies that partner with public entities to create jobs in sectors of strategic importance. These incentives could target industries like renewable energy, healthcare innovation, or tech, encouraging companies to set up operations, expand their workforce, or transition their business models to align with future labor market demands. In return, private companies can commit to job creation targets, ensuring that government investment leads directly to employment growth.
6	Promoting Sustainability through Joint Ventures	As sustainability becomes a critical global priority, PPPs can focus on developing green jobs in sectors like renewable energy, circular economy, and environmental conservation. Governments can work with companies to establish joint ventures that promote clean technologies, sustainable farming practices, and waste management solutions. This collaboration can lead to the creation of jobs in environmental engineering, green construction, sustainable agriculture, and resource recycling, contributing to both economic growth and climate resilience.

7	Collaborative Research and Development (R&D)	<p>PPPs can encourage collaborative research and development initiatives that bring together academic institutions, private companies, and government research agencies to work on cutting-edge technologies. These R&D efforts can drive innovation in critical areas such as biotechnology, artificial intelligence, and renewable energy, laying the groundwork for new industries and the jobs they will generate. Governments can provide grants and tax incentives for R&D activities, while private firms contribute technical expertise and funding.</p>
8	Job Creation through Social Impact Initiatives	<p>Public-private partnerships can support social impact projects that target underserved communities, marginalized groups, or regions with high unemployment rates. By investing in education, health, and community development, these partnerships can create jobs while addressing social inequities. For instance, partnerships could focus on building schools, healthcare facilities, or affordable housing, all of which require skilled labor and generate employment. Additionally, such initiatives can foster local entrepreneurship, enabling communities to become self-sustaining.</p>
9	Funding and Investment for SMEs	<p>Governments can partner with private financial institutions to create funding mechanisms that provide small and medium-sized enterprises (SMEs) with the capital they need to expand and create jobs. These can include low-interest loans, grant programs, and venture capital funds tailored to high-growth sectors. SMEs are often at the forefront of innovation, but they frequently lack access to the necessary financial resources to scale up. Public-private partnerships can bridge this gap by offering financial support while reducing investment risks for private sector partners.</p>
10	Encouraging Foreign Direct Investment (FDI)	<p>PPPs can also be leveraged to attract foreign direct investment (FDI) into key sectors by creating a favorable business environment. Governments can offer incentives such as land grants, regulatory flexibility, or tax benefits to foreign companies willing to invest in local industries. These companies, in return, can commit to hiring local talent, offering training, and establishing long-term operations, resulting in job creation and skills transfer to the domestic workforce.</p>

| Conclusion

This program will help future-proof the workforce by raising awareness, providing essential skills, and creating job opportunities in sectors expected to thrive by 2030 and beyond. By implementing these initiatives, individuals and organizations will be better prepared to navigate and succeed in the rapidly changing job landscape.

Next Steps and Beyond



Regulatory Actions

The future of work will necessitate significant regulatory changes to address the evolving dynamics of the workplace. Governments and regulatory bodies will need to adapt policies to protect workers' rights, ensure fair labor practices, and promote sustainable economic growth.

Regulatory actions will play a crucial role in shaping the future of work. By proactively updating and adapting policies, governments can ensure that workers are protected, businesses thrive, and the economy remains resilient in the face of rapid technological and societal changes.

Here are some key regulatory actions to consider:

1

Updating Labor Laws

Gig and Freelance Economy: Develop regulations that provide protections and benefits to gig workers, such as health insurance, retirement plans, and paid leave.

Employment Classification: Clarify the definitions of employee versus independent contractor to prevent misclassification and ensure proper benefits and protections.

2

Redefining workplace standards

Remote Work Regulations: Establish standards for remote work environments to ensure employees have safe and healthy working conditions at home.

Mental Health: Mandate mental health support and resources as part of workplace health and safety regulations.

3

Data Privacy and Security

Employee Data Protection: Enact laws to protect employee data privacy, especially with the increased use of monitoring and productivity tools in remote work.

Cybersecurity Standards: Implement strict Cybersecurity regulations to protect against data breaches and Cyberattacks.

4

AI and Automation

AI Ethics and Accountability: Create guidelines for the ethical use of AI in the workplace, ensuring transparency, fairness, and accountability.

Job Displacement Support: Introduce policies to support worker displaced by automation, including retraining programs and unemployment benefits.

5

Wage and Hour Laws

Fair Compensation: Update minimum wage laws to reflect the cost of living and ensure fair compensation for all workers.

Overtime and Working Hours: Adapt regulations to address the flexibility of remote and gig work, ensuring workers are fairly compensated for overtime and irregular hours.

6

Diversity, Equity, and Inclusion (DEI)

Anti-Discrimination Laws: Strengthen anti-discrimination laws to ensure equal opportunities for all workers regardless of gender, race, or background.

Inclusive Workplaces: Promote regulations that require companies to implement DEI policies and report on their progress.

7

Training and Development

Lifelong Learning Incentives: Provide tax incentives and subsidies for businesses that invest in continuous training and upskilling of their employees.

Public-Private Partnerships: Encourage collaboration between governments, educational institutions, and businesses to develop relevant training programs.

8

Environmental Sustainability

Green Workplaces: Implement regulations that encourage or mandate sustainable practices in workplaces, such as energy efficiency and waste reduction.

Remote Work Incentives: Promote policies that support remote work to reduce carbon footprints, such as tax breaks for businesses that adopt flexible working arrangements.

9

Social Security and Benefits

Portable Benefits: Develop systems for portable benefits that follow workers regardless of job changes, ensuring continuous coverage and support.

Universal Basic Income: Explore the feasibility of universal basic income (UBI) as a safety net for workers in an increasingly automated economy.

10

International Coordination

Anti-Discrimination Laws: Work towards international labor standards to protect workers' rights in a globalized economy. **Cross-Border Work:** Address regulatory challenges related to crossborder remote work, such as taxation and employment laws.

Future Of Work: Feature



Dr Olufemi Adeluyi

National Coordinator, National Talent Export Programme, Nigeria

I believe the future of work represents a transformative landscape where technology and innovation redefine employment opportunities, emphasizing flexibility, continuous learning, and the importance of adapting to an ever-evolving job market.

As a country, we can mitigate challenges by investing in targeted education and training initiatives that align with market demands, ensuring our workforce is prepared for the evolving landscape of work.

To mitigate challenges as a country, we must prioritize skill development through targeted education and foster collaboration between government, industry, and educational institutions. NATEP joined the national efforts in this direction since its launch in September 2023.



Dr Iorwakwagh Apera,

CEO Global Strategic Business Alliance:
 former Country Director Give Directly Inc;
 FHI360 and National Coordinator NASSCO.

The Future of Work deals with a critical issue in our quest for national development. It focuses on harnessing our demographic dividends for socio-economic and socio-political survival and growth.

Our Universities and higher institutions of learning are the engine room for the production of our workforce, the deliberate ‘Future of Work’ strategy to institutionalize learning at the universities is a game changer, it will ensure our graduates are not only coming out with degrees of their calling but additional skills sets that enhance their employment potentials thereby contributing to overall national productivity and growth of our dear nation.



Barr N. Salman Mann Mni

Directing Staff at the National Institute for
 Policy and Strategic Studies , Kuru , Jos.

Work as it is now known is fast changing in meaning and focus. Work is gradually transforming from the traditional concept of what is known and termed as work to a more fluid and intelligent approach of getting things done. The advent of Covid, took work through a different path from the traditional methods used in getting people to get things done to a completely new way. Work is now riding on the back of technology and innovation with improved efficiency and effectiveness.

This shift is more cost effective and requires less human energy. Technology & AI are shifting the focus towards purpose driven and more inclusive solutions that are accommodating a wider range of participants including women and other disadvantaged groups and providing level playing ground for everyone. The future of work therefore means more sustainable solutions and better opportunities.

What needs to be done!

The future of work portends: freedom in the form of flexibility from the traditional work environment as well as enhanced job opportunities for the youth: freedom to create and innovate new job avenues and work for themselves and become employers of labor. The future of work entails reskilling and continuous learning and updating knowledge and skills to stay abreast and relevant in the employment market.

With the shift in work environment from the physical to the virtual, more opportunities will come up for companies to tap into the vast pool of talents thereby enabling more vibrant and competitive avenues.

This new direction requires purpose driven capacity building and development of the youth to meet market and industry needs. This will require a move from the traditional education curricular to more appropriate market driven focus to meet the ever-evolving demands of the current work environment.

In order to be able to key into this fast-developing world of the future of work, there will be the need to provide the enabling environment to sustain the movement. In order to key into this movement, there is a need for constant and reliable energy as a non-negotiable requirement; commitment to the implementation of existing policies that support the new work approach, establishment of strong Legal and Regulatory Policies with implementable timelines and an achievable road map. There will also be the need to have a whole- of- Government and a whole -of- Society approach to achieve success.

In conclusion, the future of work is a fast-evolving concept characterized by its fluidity and innovative concepts and a departure from works as we know it and a transformation into a new world of innovation and discoveries .

Gallery

United Nations General Assembly side event

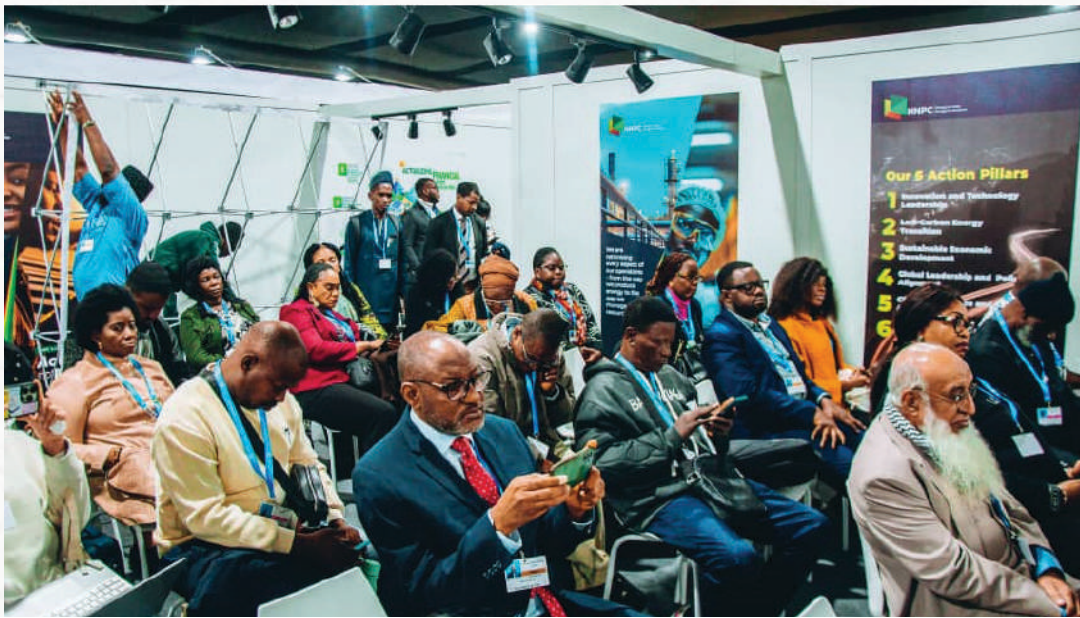
Title: Empowering the Workforce for a Sustainable Future: Integrating Green Skills and Innovation in the Evolving Economy

Theme: Forging the Future: Unveiling Innovative Solutions for Work, Sustainability, and the Green Economy

Monday, 18th November 2024

1:00pm

Nigerian Pavilion, COP Blue Zone, Baku, Azerbaijan





United Nations General Assembly side event

Vivacity Development- Fostering Sustainable development

■ The future of Work ■

📅 26th September 2024

🕒 3pm to 6pm

📍 Nigeria House New York City, US





United Nations Climate Change of Parties (COP28)

Title: Climate Change Awareness Nigeria's Action Plan.

Launch Eco-Nigeria Pledge

Dubai COP28




United Nations Climate Change of Parties (COP28)

Title: Climate Change Awareness Nigeria's Action Plan.



University Lecture

Title: Embracing The Future Of Work And Sustainable Development Conference

 Thursday, 22nd February 2024

 10:00am

 Faculty of Social Science Event Hall, University of Abuja
Permanent Site, Gwagwalada, Abuja.





NIGERIAWORKS **2030**