

In partnership with



# Dynamic Scale Measurement on the implementation status of youth employment policies in Nigeria.



**Scale Measurement**

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## SUMMARY ON THE SCALE MEASUREMENT TOOL

The scale measurement tool was designed by the Partnership for Economic Policy (PEP) in partnership with the Mastercard Foundation. It aims to assess the level of implementation of specific youth employment policies and programs (YEPs) while allowing comparability across countries. Focusing on transitional progress, the tool addresses three key questions: what the policy aims to achieve, what gaps exist from the design of the policies, and how constituents perceive the policy's implementation.

The tool categorizes the YEPs into six clusters: YEPs to enhance youth employability, YEPs to promote youth entrepreneurship, Policies to protect youth rights at work, Economy-wide enablement policies, other employment/ labor market policies targeting youth, and Policies targeting vulnerable groups.

To attribute a score to the implementation level of each YEP within a cluster, this measurement scale tool uses a qualitative assessment method, employing a combination of banding categories and a color-coded system. Therefore, each YEP can be assigned one of the following four scores:

- **A- Orange:** Policy in place and operational,
- **B- Dark grey:** Policy in place, but weakly operational,
- **C- Blue:** Policy in place but not operational,
- **D- Light Blue:** Policy does not exist (given that each research team may also point out some key policies that it believes are missing from the YEPs package implemented in a specific country).

A column that includes comments is appended to each score to provide supporting evidence for the rating, with regard to the level of YEP implementation compared to what would have been expected.

For the country teams that conducted the review in both Year 1 and Year 3 of this Initiative, the tool provides two scores for each YEP: one informing about the level of implementation in the first review (Year 1), and the other concerning the second review (Year 3). Each of these scores is supported by an explanatory comment.

So, having both the score in the first review and the second review, the scale measurement tool provides a dynamic assessment between Year 1 and Year 3 of the initiative. In the event there is a YEP that did not exist in the Year 1 review, a new row is inserted in the corresponding YEPs category to represent it.

In this regard, the tool also features qualitative reviews to showcase achievements and gaps and provide insights for recommendations, in order to improve the YEPs design and implementation.

For a comprehensive explanation of the methodological approach, refer to the annex section for additional details.

## Disclaimer:

This Scale measurement was produced in the context of the *What Works for Youth Employment in Africa: A review of existing policies and empirical analysis* in partnership with the Mastercard Foundation. It was a three-year initiative that ran between 2021 and 2024 to create a knowledge base of youth employment and related social development policies to inform policy and practices. The views expressed do not necessarily represent those of the Foundation, its staff, or its Board of Directors."

## Summary Scale of the implementation of YEPs including changes between Year 1 and Year 3 assessments

Policies and Programmes		Year 1: Previous assessment		Year 3: Current assessment	
		Previous Score	Previous Comments	Current Score	Comments on the Changes compared to the previous assessment
YEPs to enhance youth employability	Skills Development for Youth Employment (SKYE): The SKYE is a needs-based technical and vocational education and training for youths in Nigeria.	A	The SKYE is an ongoing YEP and is vigorously being implemented by the relevant parties. There are about 11,938 beneficiaries, including 4,419 women. It is anchored on a good institutional framework, guided by the German government (through the GIZ).	A	The SKYE is still ongoing, as its implementation has been extended to 2026. The second phase of the program is expected to run from November 2023 to October 2026.
	Presidential Youth Empowerment Scheme (P-Yes): The Presidential Youth Empowerment Scheme (P-YES) is a youth empowerment scheme that focuses on training in vocational skills and government support with the tools and cash.	B	As at November 2022, some of the loans to the participants have been approved, pending disbursement.	C	The program seems to still be in place but no evidence that it is still operational or been implemented.
	Nigeria Jubilee Fellowship Programme: This is an internship programme where youths are posted to work in public and private organisations to enable them to acquire relevant skills to enhance their employability - employment mismatch	A	This YEP was started recently and is fully operational. The coordination of the YEP by the UNDP alongside other private sector players is expected to enhance its success.	A	The programme is still in place and fully operational. About 3,000 participants were deployed in May 2024.
	N-Power: N-Power is a paid volunteering programme, where beneficiaries are deployed to work in public services like education, healthcare, and civic engagement in their communities for a monthly stipend of ₦30,000 (US\$71).	A	This YEP is in place and very popular. As at the end of the second batch, about 500,000 youths have benefited.	C	The N-POWER program was a hugely popular YEP. However, the new administration has suspended the programme due to allegations of corruption and mismanagement.

	<b>The 3Million Technical Talent (3MTT): This is a new YEP established under current administration. The YEP aims to enhance the digital skills of young people to make them competitive in the global marketplace.</b>			<b>A</b>	The program is new and is currently being implementation in line with the youth development program of the current administration.
	<b>Skill-UP Artisans (SUPA): SUPA is a new programme designed to enhance and upgrade the skills of artisans, provide relevant toolkits and offer official licenses.</b>			<b>A</b>	The program is new and currently operational.
YEPs to promote youth entrepreneurship	National Young Farmers Club Programme: The Programme focuses on encouraging youth participation an empowerment in the agriculture sector.	<b>C</b>	Some youths have benefited from the programme, while some others are being prepared for overseas trip to build capacity in the agriculture sector. However, the mode of application for the programme is opaque.	<b>C</b>	Although information about this program is available on the program website, there are no information about how its implementation is going or whether potential beneficiaries are still applying for them.
	Youth Enterprise with Innovation (YouWin): The YouWin is a national business proposal competition scheme that provides equity finance to outstanding business plans in small and medium scale enterprises.	<b>D</b>	This YEP was successful <sup>1</sup> , but has since been ended since the ascension of a new government.	<b>B</b>	New information emerge that this program is still ongoing but is now being implemented low-key under the Ministry of Finance. However, information on application to the programme is not available. Most youths are not aware the programme is still operational.
	Youth Entrepreneurship Support Programme (YES-Programme): The YES-P provides avenues for youths to build capacity and access funds that can be used to implement their potential innovative ideas.	<b>B</b>	The YEP is currently in place. But the 9% interest rates on the loans (plus 1% processing fee) is not too different from the 12.32% prime lending rate.	<b>C</b>	There is no available information about the implementation status of the programme. Also, there are no recent call for application to the program.
	Youth Entrepreneurship Development Programme: The YEP is a loan/credit intervention for business proposals for Nigerian youths.	<b>B</b>	The YEP is currently in place. But the 9% interest rates on the loans (plus 1% processing fee) is not too different from the 12.32% prime lending rate. The requirement of group application may make the programme inaccessible for some youths.	<b>C</b>	The general information about this program is available on the website of the implementation agency, but no recent call for application, which raises questions about whether the program is still operational.

<sup>1</sup> Based on an independent evaluation

	Nigerian Youth Investment Fund: The NYIF is a loan intervention to help youths build and expand their businesses.	<b>A</b>	This YEP is currently in place and operational. The lower interest rate of 5% and a 12-month grace period make this programme attractive.	<b>A</b>	The program is still operational. There are frequent updates on the program. The platform for applying for the program is open.
	Basic Entrepreneurship and Skills Training Programme (BEST): This YEP provides basic entrepreneurship and skills training programme for youths in Nigeria.	<b>C</b>	The YEP is in place. But there has been no recent updates on the programme, and the programme website is no longer functional.	<b>C</b>	This YEP once existed, but no recent information about this program anymore.
Policies to protect youth rights at work	The Labour Act/Law	<b>B</b>	Although the labour law makes provisions to protect young people from exploitation and hazardous working condition, the implementation is weak.	<b>C</b>	The Labour Act is still in place, but its provisions are outdated.
	National Minimum Wage Amendment Act 2024	<b>B</b>		<b>A</b>	The minimum wage law was enacted in 2024 and is in response to the rising cost of living induced by the recent economic reforms.
Economy-wide enablement policies	Nigerian Youth Employment Action Plan (NIYEAP): This aims to address the youth employment challenge in a comprehensive and coordinated manner.	<b>A</b>	This is the latest overall policy on youth employment in Nigeria. It recognises the coordinate the plethora of YEPs in Nigeria towards enhancing youth employment.	<b>A</b>	The programme is still in place and operational. It is the current policy action document on youth employment. However, the program implementation will elapse by the end of 2024.
	National Youth Policy: This policy was launched to promote youth development in all areas, including in employment opportunities.	<b>B</b>	The NYP although is currently in place, recent YEPs do not make reference to it or align with it despite being the overarching youth policy in the country.	<b>C</b>	The NYP is still the main youth policy in Nigeria today. However, existing YEPs do not make reference to it anymore.
Other employment/ labor market	Special Public Works Programme (SPW): This programme is aimed at providing direct jobs in rural areas such as in construction, sanitation, sewage management, etc.	<b>B</b>	This YEP is in place but weakly operational. It was bugged by the disagreement between the Ministry of Labour and members of the parliament on the selection of the beneficiaries.	<b>C</b>	This was one of the YEPs implemented during the COVID-19 pandemic. Although there is a department in a government agency designated to implement the YEP, there is no evidence that this YEP is currently operational.

	<p>The Subsidy Reinvestment and Empowerment Programme (SURE-P): The SURE-P was launched to mitigate the social and economic effects of the partial removal of fuel subsidy. It was operationalised through a couple of sub-programs, which includes Graduate Internship Scheme (GIS), Community Service Women and Youth Employment (CSWYE), Public Works, and Vocational Training.</p>	D	<p>The YEP has since ended. It is no longer in place and also not operational.</p>	D	<p>The YEP is no longer operational</p>
Policies taking care of vulnerable groups	<p>FADAMA Graduate Unemployed Youth and Women Agro-preneur Programme (FADAMA-GUYS): Under this programme, the government applies parts of the funding to provide grant supports for graduate unemployed youth and women to become agro-preneur.</p>	D	<p>The programme is no longer in place.</p>	D	<p>No evidence that the programme is still operational.</p>
	<p>Youth Empowerment and Social Support Operations (YESSO): The YEP is a skill for job and cash transfer programme targeted at the poor, vulnerable people, and internally displaced people.</p>	D	<p>This YEP is part of the larger social investment programme, but is not actively implemented, partly due to funding issues. Besides, the programme has been substituted with other cash transfer programmes.</p>	D	<p>All programs under the National Social Investment Program (NSIP) have been suspended.</p>

**Note:** NA = data/scoring not available. **A** represents that the Policy is in place and operational; **B** represents that the Policy is in place but weakly operational; **C** represents that the Policy is in place but not operational; and **D** represents that the Policy does not exist.