**Report on Optimizing Educational Infrastructure for Sustainable Employment and Future Success of Nigerian Graduates**

**Executive Summary**

This report presents key findings and recommendations for optimizing educational infrastructure to ensure sustainable employment and future success for Nigerian graduates. The analysis is based on a comprehensive dataset that covers the period from 2013 to 2017 and includes valuable insights into gender distribution, year of graduation, current employment status, job mobility, and the relationship between education and income.

**Introduction**

The objective of this analysis is to identify trends and patterns that can guide educational institutions, policymakers, and employers in enhancing the career prospects of Nigerian graduates. It addresses the challenges of gender imbalance, job mobility, and income disparities among graduates.

**Findings**

**Payment Currency**

According to analysis, 98% of the hired received their pay in Nigerian Naira.

**Most common Level of Education**

Over 80% of the employees have a bachelor's degree, which is the greatest level of education they have attained. Doctorates/PhDs are the least prevalent.

**Getting a job through NYSC placement**

15% of the workers were placed by NYSC and subsequently hired. This suggests that enlisting in NYSC can provide access to employment prospects.

**Common Job Roles among Employees**

The most common jobs seem to be those in teaching and customer service, which account for more than 25% of the workforce.

**Sectors/Industry with Highest Job Opportunities**

Based on analysis, the industries with the highest employment rates include banking and financial services and education. This explains why customer service and education are the most common career roles.

**Distribution of Monthly Income of Fresh Graduates**

It has been shown that the majority of recent grads make between N20,000 and N100,000, with only 2% earning N250,000 or more.

**Importance of Formal Education**

It may be inferred that more than half of the job positions demand a formal education, and almost one-eighth of the employed graduates stated that having a formal education gave them a competitive advantage even when it was not a requirement. This suggests that obtaining a good career requires a formal education.

**Range of work hours of Employees**

Most of the employees work for about 8-10 hours daily

**Effect of Gender on Employee Status**

Approximately 32% of men and 36% of women, respectively, were unemployed. We cannot draw the conclusion that gender has an impact on employment status because there is not a significant difference in the employed to unemployed ratio of men and women.

**Year of Graduation**

Graduates from the year 2015 are most prominently represented in the dataset, although there is a relatively even distribution of graduates across the years 2013 to 2017.

**Current Status**

A substantial number of respondents are employed full-time in paid positions, with a smaller proportion being self-employed. A minority are engaged in part-time work, while some are unemployed.

**Job Mobility**

Most graduates have experienced either zero or one job change since graduation, suggesting either job stability or difficulties in finding new employment opportunities.

**Education and Income**

The analysis reveals that a higher level of education does not necessarily correlate with a higher income, based on the dataset.

**Recommendations**

1. **Career Support Programs**: To address the challenges of limited job mobility, educational institutions and employers should collaborate to develop and implement career support programs. These programs should focus on job search strategies and skills development.
2. **Job Skills Recommendation:** According to analysis, the most popular careers are in sales, customer service, education, finance, and accounting. Therefore, it is recommended that undergraduates acquire these abilities while pursuing higher education.
3. **Upskilling and Reskilling**: Despite higher education, many graduates are in lower income brackets. This highlights the need for upskilling and reskilling programs to help graduates transition into higher-paying roles.
4. **NYSC Alignment**: The National Youth Service Corps (NYSC) is a shared experience for many graduates. Leveraging this program for career development can be highly beneficial, offering valuable training and employment opportunities.
5. **Regular Surveys**: To stay updated on evolving trends, it is advisable to conduct periodic surveys and data collection. This will provide current and relevant insights for informed decision-making.

**Conclusion**

Optimizing educational infrastructure for the sustainable employment and future success of Nigerian graduates is a multifaceted challenge. This report's findings and recommendations serve as a roadmap for educational institutions, policymakers, and employers to collaboratively address these challenges and provide meaningful support to graduates.