3M TT

Training Providers Requirements

OCTOBER, 2023

Our vision of training and placing 3M technical talents relies on proficient training providers who will accelerate this transformative journey. During this first phase, our goal is to train and place 30,000 technical talents within a 3-month period across all 36 states and FCT of Nigeria.

We will take an iterative approach, testing different elements of the 3MTT framework with all stakeholders. By learning from this phase, we can apply those learnings to the next pilot phase, which will train and place 270,000 technical talents. The insights gained from the pilot phase will ensure that the final scaling phase, targeting 2,700,000 technical talents, will utilize the most effective training approaches and placement models.

Your Role as a Training Provider

As a pivotal player in this phase, you'll play a key part in training and placing 30,000 technical talents across Nigeria, over the next three months, to thrive in the global digital arena.

Skills in Focus

The initial phase focuses on 12 essential technical skills, carefully selected to align with current market needs. These skills were identified through input from local and global employers, job boards, and a comprehensive IT Talent Gap Analysis conducted by NITDA in 2023.

As we progress beyond the prototype phase, we will incorporate additional skills into the program, prioritizing those that are in high demand. These skills will be crucial for enhancing the competitiveness of our local digital economy and positioning Nigeria as a leading exporter of technical talent

1. Software development
2. UI/UX design
3. Data Analysis & Visualisation
4. Quality Assurance
5. Product Management
6. Data Science
7. Animation
8. AI/ML
9. Cybersecurity
10. Game development
11. Cloud Computing
12. Dev Ops

A Fellowship Model

In partnership with NITDA, we have established a fellowship model for this first phase. The program will be expanded through funding from additional partners and internal resources. In this initial phase, the fellowship will cover only the training expenses for the fellows.

A Call for Training Providers

We are seeking training providers with expertise in training any of the aforementioned skills. Providers are not limited to one skill and can train in multiple areas. The selection process will be conducted by an independent review committee, who will evaluate the providers based on the criteria outlined below.

In order to reach our ambitious goal of developing 3 million technical talents within the next three years, we anticipate collaborating with a substantial number of training providers. Therefore, as we progress through various phases and expand our focus on different skills, we will continuously onboard new providers.

Training Model Requirements

Curriculum & Training methods

The training provider will be required to provide comprehensive curriculum for each skill, including the pedagogical strategies that are used to train talents.

Training experience evidence

Providers must provide verifiable proof of past training in the specified skills.

Faculty & Facilities

Providers will be required to demonstrate that their faculty has the necessary expertise and experience to train the specified skills. We will also assess the facilities, platforms, and resources available to the providers in relation to the requirements for an effective training environment.
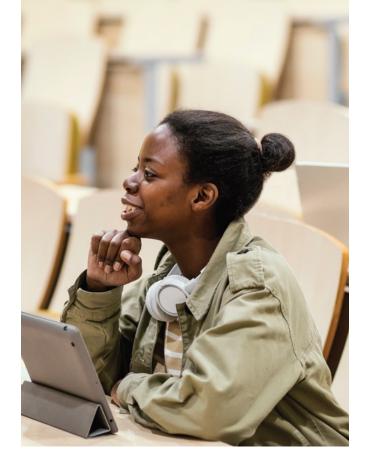
Apprenticeship & Internship models

Training providers with apprenticeship and internship programs are preferred, as a key outcome is for fellows to gain practical experience alongside their qualitative knowledge.

Cohort Engagement & Peer learning

Training programs should incorporate cohort-based models and peer-to-peer learning to enhance student engagement and increase completion rates.

Multi-modal Delivery Methods

Different training methods—online, live, hybrid, and recorded—can be used to meet learners' specific needs. However, it is essential for every provider to include a physical component in the training. This allows for peer interactions, networking, and the development of in-person relationships among participants.

Clear skill development benchmarks

Training providers must establish a clear method for categorising skill development levels (e.g., beginner, intermediate, advanced, expert) for each identified skill. This should include a well-defined system for evaluating each benchmark level at the start and end of the training program. These assessments should align with global benchmarking standards.

Inclusivity

Training providers will need to ensure that they are inclusive when it comes to gender, individuals with disabilities, and other minority groups. This means creating an environment that welcomes and supports people from all backgrounds and identities. It is important for training providers to recognise the unique challenges and barriers that these groups may face and take proactive steps to address them in their end-to-end program design.

Completion rate

The program aims for a target completion rate of 80% or higher for accepted fellows.

Placements Model Requirements

A clear placement strategy
Providers must have a defined strategy for placing trained talents.

Evidence of Relationships and Track Record in Placing Talent
Providers must be able to provide verifiable evidence of their relationships for placing talent, as well as their track record in doing so for previous cohorts. It is a requirement for providers to successfully place at least 50% of the fellows in jobs that correspond to the standard economic level for their skill level within 3 months of completing the program.

Placement Monitoring System
The key to a successful placement model goes beyond just securing the first job for fellows. It also involves ensuring their ongoing growth and progress. To accurately evaluate the impact of the training on these individuals, it is essential for providers to have a system that periodically tracks the development of the fellows alongside their employers.

M&E Model Requirements

In-program Monitoring and Evaluation (M&E) System
Providers must have an operational M&E system to track talent progress during training programs. The data reporting element of this process should be highly automated.

End of training M&E system
Providers must have a functioning M&E system to evaluate the technical talents' progress at the end of the program compared to the skill development benchmarks established at the start of the program.

Post-program M&E system
Providers will be required to have an operational M&E system for tracking progress of the talents post-graduation and during their first year in jobs.

Selection Criteria

Training providers who apply will be evaluated based on the requirements stated above. As this is a continuous process, providers who do not have all the requirements today can build the required track record and apply to join the initiative during the next cycle.

There will be a periodic evaluation of training providers accepted into the initiative based on feedback/ratings from the fellows as well as employers that recruit the fellows that graduate from the programme. To stay in the programme, providers will be required to consistently maintain the defined standards.

Expertise and Experience
Proven ability in delivering training in specified technical skills, backed by verifiable evidence of successful past training programs and experienced faculty.

Curriculum and Training Methodology
Comprehensive curriculum for each identified skill, multi-modal delivery methods, and clear skill development benchmarks for proficiency level in each identified skills

Inclusivity and Engagement
Commitment to inclusivity for all genders, persons with disabilities, and other minority groups, alongside cohort engagement and peer learning mechanisms to ensure a 90%+ program completion rate.

Placement Strategy
Effective strategy for placing trained talents post-program, with verifiable evidence of relationships for placement, and a system for tracking talent growth and job progression.

Monitoring and Evaluation Systems:
Operational in-program, end-of-training, and post-program M&E systems for tracking, assessing, and evaluating talent progress and program impact.

Capacity to operate in the chosen state or regions.

Timelines

We will operate a rolling call for providers beginning October 13th. As the initiative progresses through multiple phases, we will continuously accept applications from providers and onboard them into the programme.

First call for training providers	First selection of training providers	Program kick-off
Oct 13th, 2023	**Nov 1st, 2023**	**Nov 15th, 2023**