



Mission

ONA is a non-governmental organization (NGO) committed to broadening the career aspirations of the Nigerian youth, encouraging them to look beyond the prevalent roles and embrace essential, society-shaping careers. Through education and workforce development initiatives, we aim to spark ambition and empower the next generation to build a stronger, more inclusive future.

The programs currently provided by ONA are:

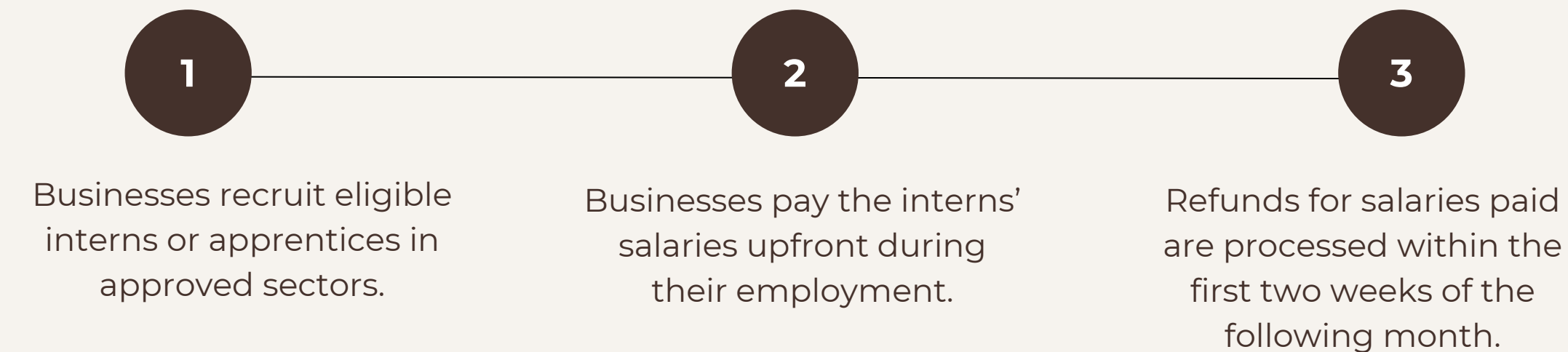
Skilled Work Development Program (SWDP)

ONA Education Fund (OEF)

Skilled Work Development Program (SWDP)

The intent of the Skilled Work Development Program (SWDP) is to encourage and strengthen the participation of youth in essential economic sectors through sponsored internship opportunities.

How it works



This program helps businesses grow while creating valuable opportunities for interns.



Funding

For eligible non-profits, funding covers up to 100% of an intern's salary

For eligible businesses, funding covers up to 80% of the intern's salary.

Payments are made on a cost-incurred basis and within the first two weeks of the following month.

Approval is based on the SWDP Board's decision, and not all eligible projects will be funded.

Eligibility

- ✓ Businesses and not-for-profit organizations in Oyo State that have been operating for a minimum of one year and employ at least one full-time staff member (subject to change).
- ✓ Before proceeding, ensure your location is within the eligible areas of Oyo State.*
- ✓ Organizations must recruit interns/apprentices through a fair and transparent process.
- ✓ Immediate family members of owners or directors cannot be hired.
- ✓ Interns or apprentices must receive direct onsite supervision.

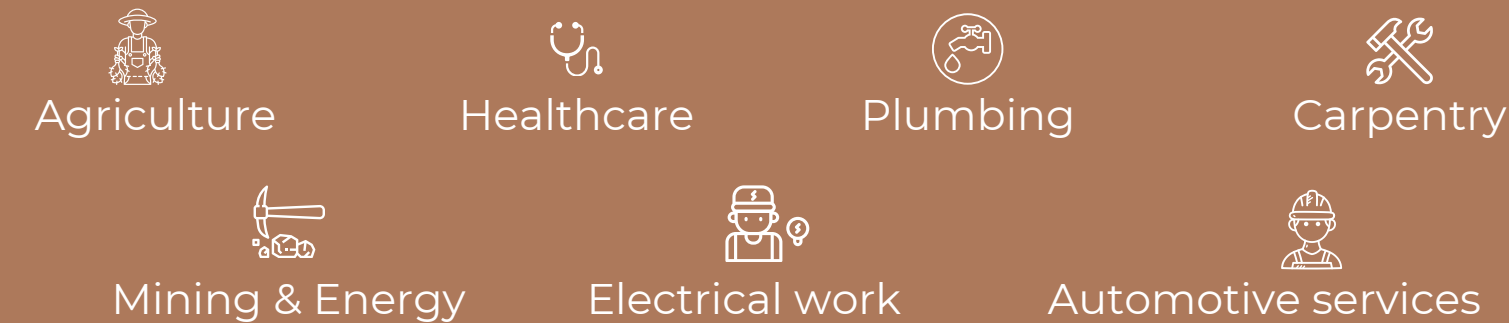
*Eligible areas in Oyo State include xxx.



What is Eligible?

- Salaries are provided for limited-term full-time internship positions lasting up to 1 year. Eligible candidates must meet the following criteria:
 - Be a post-secondary student, new entrants to the labour force, transitioning to a new career, or unemployed/underemployed individuals entering a new field.
 - Be between the ages of 18 to 35.
 - Reside in Nigeria and be legally entitled to work in the country.
- Organizations may host up to two internship positions simultaneously.

Eligible fields include:



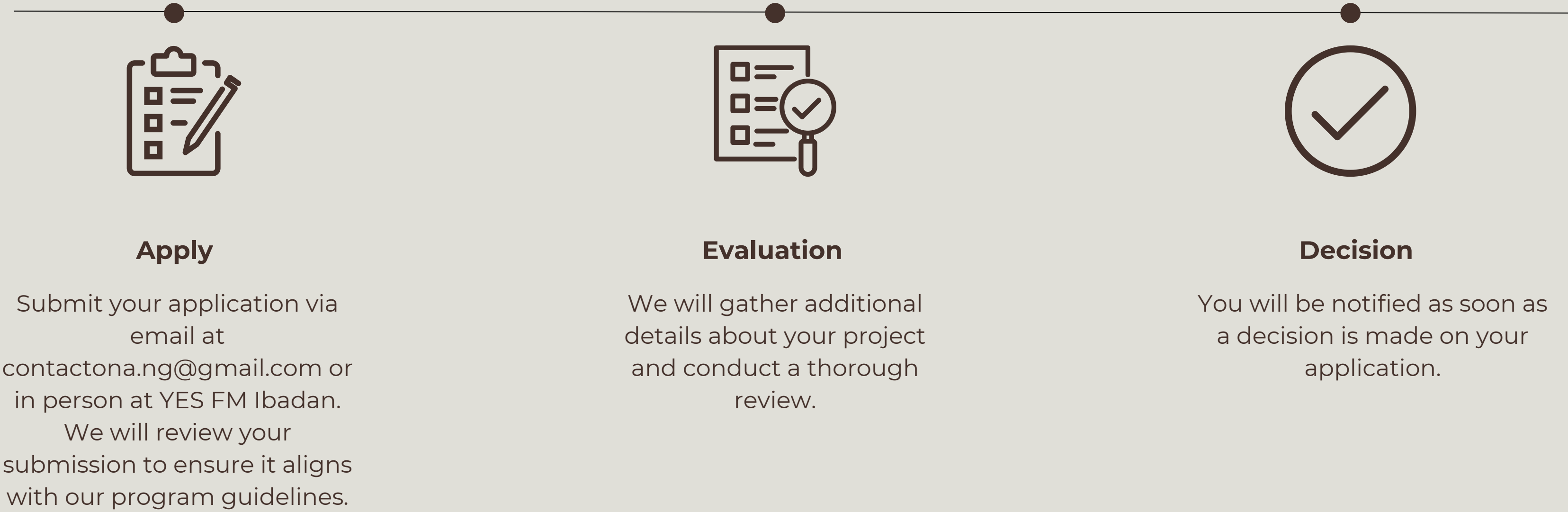
What is not Eligible?

- The following are not eligible for funding:
 - Discretionary benefits provided by the employer.
 - Costs related to training, computers, equipment, travel, accommodations, and similar expenses.
 - Positions deemed by the SWDP to involve general manual labor, require minimal training, or involve training lasting less than three months.
 - Clerical roles focused on tasks such as answering phones, filing, or general office administration.
 - Positions centered on general sales activities.
- Funding decisions for each project are made by the SWDP Board of Directors, and funding is limited. Meeting the criteria does not guarantee approval.



Process

Applications to the SWDP take the following path:



FAQs

What is a fair/transparent hiring process?

You are required to advertise a job posting in at least one public forum. QNA will require proof of the advertisement, including the opening and closing dates.

Can I hire an intern/apprentice before I have submitted my application to QNA?

No.

Can I hire an intern/apprentice before we receive a decision on our application?

If you hire an intern before receiving funding approval and your application is declined, QNA will not cover any costs associated with the intern. If your application is approved post-hiring, funding will only be provided if you can demonstrate that the hiring process was fair and transparent, the intern meets the program’s eligibility criteria, and all other program requirements are satisfied.



QNA Education Fund (OEF)

The QNA Education Fund (OEF) was established to inspire young learners, promote merit, and provide financial support to primary school students as they embark on their academic journey.

Funding

For eligible students, funding covers up to 100% of eligible costs

Payments are made at the beginning of the term

Approval is based on the OEF Board's decision, and not all eligible students will be awarded.



Eligibility

- ✓ Must be currently enrolled in a recognized primary school.
- ✓ Demonstrates strong academic performance with consistent grades or teacher recommendations as evidence of merit.
- ✓ Open to students aged 5-12 years.
- ✓ Participation in extracurricular activities such as sports, arts, or community service will be considered a plus.
- ✓ A letter of recommendation from a teacher, principal or school administrator supporting the student's eligibility.
- ✓ Priority will be given to students from families that require financial assistance. School administrator recommendations may be required.
- ✓ Open to students attending schools in Oyo State, Nigeria

What is Eligible?



Tuition fees



Learning materials (i.e, textbooks, notebooks and other education supplies)



Examination fees

What is not Eligible?



School uniforms and shoes



Emergency or incidental costs



Transportation costs



Extracurricular activities



Process

Applications to the OEF take the following path:



Apply

Eligible schools will submit an expression of interest or will be directly contacted by a representative.



Evaluation

We will gather information on prospective students.



Decision

You will be notified as soon as a decision is made on your application.





Contact info

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