



IBOM
LEADERSHIP AND
ENTREPRENEURIAL
DEVELOPMENT
CENTRE



SAP

START-UP ACCELERATOR & INCUBATION PROGRAMME

....Building a Skilled, Innovative and Employable Youth Workforce

Background

The South-South geopolitical zone - comprising Akwa Ibom, Rivers, Cross River, Bayelsa, Delta, and Edo States - remains one of Nigeria's most economically strategic regions, yet it faces persistent youth unemployment and skills gaps that limit inclusive growth. The Start-up Accelerator & Incubation Programme (SAIP) by Ibom-LED is designed to bridge this gap by equipping young people with industry-specific, future-ready skills that stimulate job creation, innovation, and sustainable development.



Population of South-South States

Nigeria's total population is estimated at

242.4 Million
in 2026

The South-South region accounts for a significant share, with a combined population estimated at **31–34 million** (derived from state-level projections based on national growth trends).



Unemployment Rates

National labour statistics show persistent unemployment challenges, especially among youth. The Nigeria Labour Force Survey (NLFS) highlights ongoing labour underutilization and high unemployment pressures across the country .

Youth unemployment has a significant negative impact on economic growth, as confirmed by empirical studies



Median Age

Nigeria's median age is

18.3 years
(2026)

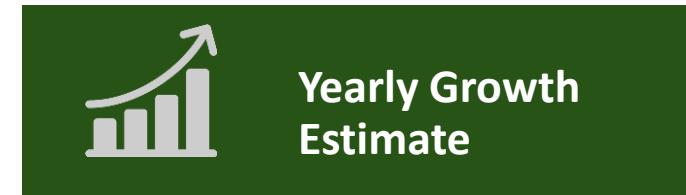
This indicates a very young population, with the South-South region reflecting similar demographic patterns.

Background



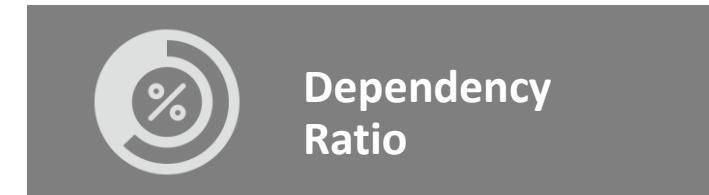
60%

of Nigerians under 25, the South-South region hosts one of the country's largest youth concentrations - representing both a potential demographic dividend and a risk if unemployment persists.

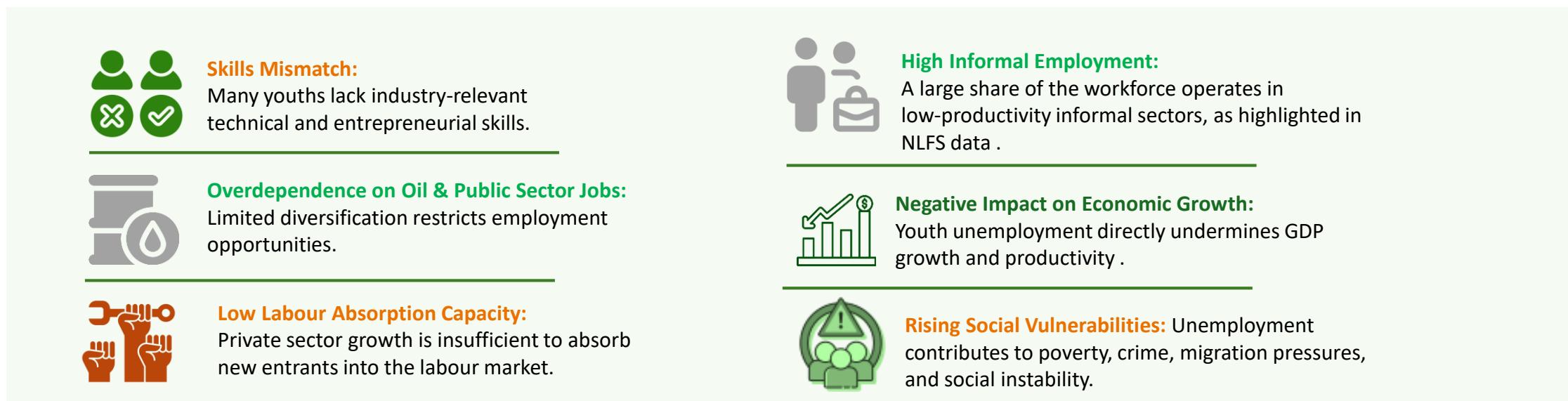


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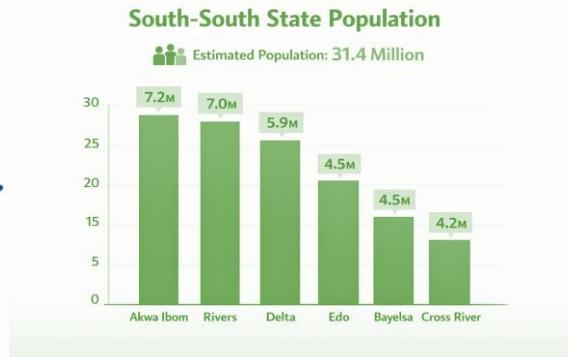
This growth intensifies pressure on job creation, skills development, and economic absorption capacity.



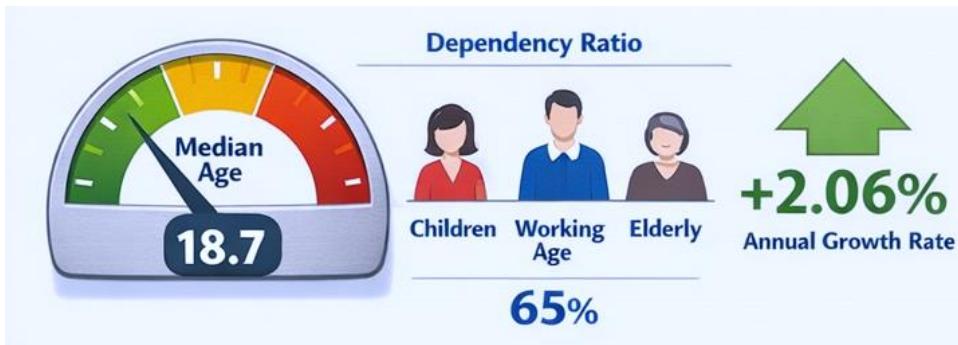
- Nigeria's high fertility rate (**TFR 4.2**) and young median age indicate a high dependency burden, where a smaller working population supports a large non-working population .
- This is especially pronounced in the South-South, where economic volatility further strains household incomes.



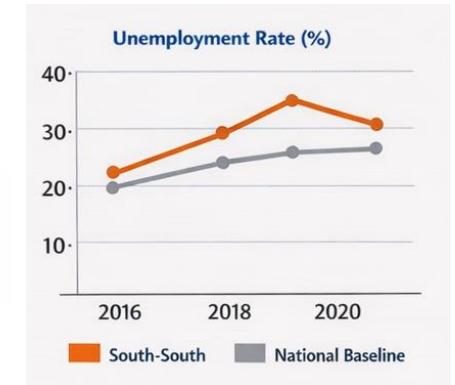
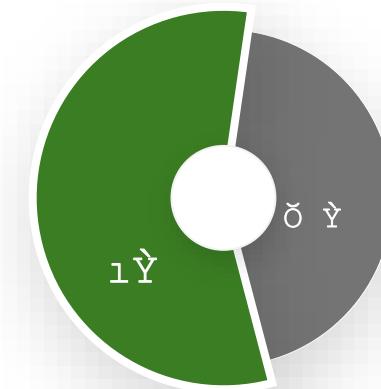
South-South Population Snapshot



Demographic Pressure Indicators



Unemployment & Youth Statistics



Problem Summary



Start-Up Accelerator & Incubation Programme (SAIP)

*....Building a Skilled, Innovative and
Employable Youth Workforce*



Ibom Leadership and Entrepreneurial Development Centre (Ibom-LED) was established to address one of Nigeria's most persistent development challenges: the widening gap between the skills young people possess and the skills industries demand. Through its flagship Start-Up Accelerator & Incubation Programme (SAIP), Ibom-LED delivers a structured, industry-aligned, and innovation-driven training model that empowers youths with practical competencies, entrepreneurial capacity, and employability skills.

SAIP is built on a hybrid learning framework that combines:

Physical hands-on workshops for technical mastery

Online learning modules for flexibility, scale, and inclusivity

Industry mentorship for real-world exposure

Incubation and business support for start-ups and micro-enterprises

Job-placement and apprenticeship pathways for employability

This model ensures that young people not only acquire skills but also transition into income-generating opportunities either as entrepreneurs or as skilled employees in growth-driven sectors.

Why the South-South Region Needs This Intervention

The South-South geopolitical zone is rich in human capital, yet unemployment and underemployment remain major socio-economic constraints. With a predominantly young population, the region faces:



High youth
unemployment
and skills
mismatch



Overdependence
on oil-driven
economic
structures



Limited access
to structured
vocational and
digital skills
training



Rising social
vulnerabilities
linked to
joblessness



Untapped potential
in creative, digital,
and manufacturing
sectors

A large youth population can be a demographic dividend - but only if equipped with the right skills. SAIP directly addresses this by creating a pipeline of skilled, employable, and entrepreneurial young people who can drive inclusive growth across the region.



Partnership Proposal

Training at least **1,000** Youths Across Catchment Areas in Akwa Ibom State

Ibom-LED proposes a strategic partnership with your organization to implement a state-scale skills acceleration programme targeting **1,000 youths** in the first year. This initiative aligns with every organization mandate to promote economic development, reduce unemployment, and enhance human capital across catchment areas in Akwa Ibom State.

Programme Focus Areas

The training will cover four high-impact sectors with strong job-creation potential:



1. Fashion & Garment Production

- Pattern drafting, sewing, finishing
- Fashion business management
- Branding and digital marketing



2. Leather Works & Footwear Production

- Shoe making, bag production, leather crafting
- Quality control and product finishing
- Access to markets and micro-enterprise support



3. Creative Industry

- Graphics design, animation, photography, videography
- Content creation and digital storytelling
- Monetization pathways and creative entrepreneurship



4. ICT & Digital Skills

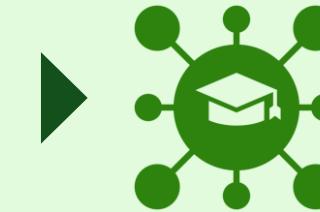
- Basic to advanced digital literacy
- Software development, UI/UX, data analytics
- Digital freelancing and remote work readiness

Institutional Impact

- A sustainable skills development ecosystem.
- Stronger collaboration between government, private sector, and communities.
- A replicable model for national expansion

Hybrid Training Model for Maximum Reach and Impact

To achieve the 1,000-youth target, Ibom-LED will deploy a hybrid delivery system:



Physical Training Hubs

Hands-on practical sessions
Workshops, labs, and maker spaces
Facilitated by certified trainers and industry experts



Online Learning Platform

Self-paced video modules
Live virtual classes
Assessments, assignments, and certification
Accessible via mobile devices to ensure inclusivity



Community-Based Micro-Training Centres

Local facilitators trained by Ibom-LED
Ensures no youth is left behind

5. Expected Outcomes

Economic & Social Impact

1,000
Youths
trained
in Year
One

At least
600
new micro-enterprises
created

Strengthened regional
value chains in fashion,
leather, ICT, and creative
sectors

► Increased employability
through apprenticeships
and job placement

► Enhanced digital
inclusion across the
South-South

► Reduction in youth
unemployment and
social vulnerability

Programme Structure

Target:



1,000
Youths Across
Akwa Ibom State

1 Training the Trainers (ToT)

A strong foundation begins with equipping facilitators, instructors, and community-based coordinators with the right tools, pedagogy, and technical depth.

Objectives

- Build a pool of certified trainers across the six South-South states
- Standardize curriculum delivery
- Ensure quality assurance and programme sustainability

Key Components

a. Selection of Trainers

- Identify 100 trainers across Fashion, Leather Works, Creative Industry, and ICT
- Prioritize experienced artisans, industry professionals, and digital instructors .

b. Capacity-Building Workshops

- Pedagogy & adult learning techniques
- Digital teaching tools (LMS, virtual classrooms, assessment tools)
- Practical mastery sessions in each skill area
- Monitoring & reporting standards .

c. Certification

- Trainers receive Ibom-LED/ ToT Certification
- Trainers are deployed to state hubs and community micro-centres

2. Call for Applications & Onboarding

a. Awareness & Mobilization

- Regional media campaign (radio, TV, social media, community outreach)
- Partnerships with youth groups, LGAs, NYSC, religious institutions, and NGOs
- Dedicated application portal + USSD option for low-connectivity communities

b. Application Process

- Online and offline application channels
- Screening based on interest, location, and skill preference
- Prioritization of women, persons with disabilities, and underserved communities

c. Onboarding

- Orientation sessions (virtual & physical)
- Introduction to programme expectations, schedules, and learning pathways
- Distribution of training kits (where applicable)
- Access to the SAIP Learning Management System (LMS)

Programme Structure

Target:



3 Training, Peer Learning & Mentorship

a. Hybrid Training Delivery

Physical Training

- State hubs and community micro-centres
- Hands-on sessions for Fashion, Leather Works, and Creative Skills
- Practical assessments and project-based learning

Online Training

- Self-paced modules on the LMS
- Live virtual classes for ICT and creative digital skills
- Recorded sessions for flexible access

b. Peer Learning

- Group assignments and collaborative projects
- Community learning circles
- State-level peer exhibitions and demo days

c. Mentorship

- Industry mentors assigned to each cohort
- Monthly mentorship clinics (virtual & physical)
- Business advisory sessions for start-ups
- Access to a digital mentorship hub

4 Job Linkage & Entrepreneurial Journey

a. Job Linkage

- Partnerships with private sector employers
- Apprenticeship and internship placements
- Digital freelancing pathways (Upwork, Fiverr, local platforms)
- Employability workshops (CV writing, interview prep, portfolio building)

b. Entrepreneurship Support

- Business model development
- Access to micro-grants and start-up kits
- Market linkage and product showcases
- Incubation for high-potential start-ups
- Financial literacy and cooperative formation

c. Post-Training Support

- Alumni network
- Continuous learning modules
- Monitoring and evaluation of beneficiaries for 12 months

Project Timeline

(March 2026 – February 2027)

12-Month Implementation Plan for Training 1,000 Youths

March 2026	Programme launch; stakeholder engagement; curriculum finalization; trainer recruitment	Sept. 2026	Cohort 1 concludes; demo day; job linkage & entrepreneurship support
April 2026	Training-of-Trainers (ToT) intensive workshops across all states	Oct. 2026	Cohort 2 onboarding; expanded community micro-centres; training begins
May 2026	Public call for applications; media campaigns; community mobilization	Nov. 2026	Mentorship clinics; apprenticeship placements; business advisory
June 2026	Screening & selection of applicants; onboarding; LMS activation	Dec. 2026	Cohort 2 concludes; regional exhibitions; micro-grant disbursement
July 2026	Cohort 1 training begins (hybrid); distribution of training kits	Jan. 2027	Consolidation phase; alumni network activation; monitoring & evaluation
August 2026	Peer learning activities; mentorship onboarding; mid-training assessments	Feb. 2027	Final reporting; impact assessment; your Organisation-Ibom-LED review & scale-up planning

Why you Should Partner with Ibom-LED

Ibom-LED has a strong record of delivering credible, high-impact youth development programmes across the region. Beyond its successful collaboration with PIND on the Niger Delta Youth Employment Pathways (NDYEP), the Centre also partnered with the Akwa Ibom State Government to implement the Entrepreneurship Accelerator Programme (EAP), a flagship initiative that equips young entrepreneurs with business skills, mentorship, and start-up support. These partnerships demonstrate Ibom-LED's proven capacity, institutional reliability, and ability to execute large-scale, multi-sector programmes with measurable outcomes. This track record makes Ibom-LED a trusted and capable partner with your organization delivering a transformative skills-development programme for youths across Akwa Ibom State.



PARTNERSHIP INITIATIVES IN THE NIGER-DELTA



Imo-abasi Jacob
Team Lead



Ime Uwah
General Manager



Meflyn Anwana
Monitoring &
Evaluation



**Brian
Ekwere**
Programmes
Manager



**Ndifreke
Thompson**
Admin



**Ekemini
Sunday**
Leadership
Development



Liberty Jackson
Comm.
Stakeholder
Engagement

Cost Implications for the Implementation of the Start-Up Accelerator & Incubation Programme (SAIP)

Training of 200 Youths Across the Catchment Areas in Akwa Ibom State (12 Months)

The organization, having reviewed the proposed implementation framework of the Start-Up Accelerator & Incubation Programme (SAIP) by Ibom Leadership & Entrepreneurial Development Centre (Ibom-LED), hereby presents the financial requirements for the successful execution of the programme across Akwa Ibom State.

The cost structure reflects actual market-value estimates for large-scale vocational and digital skills training in Nigeria, incorporating training materials, digital infrastructure, personnel, logistics, monitoring, and post-training support.

Component	Total (₦)
Participant Training and Capacity Building	92,000,000
Start-Up Kits and Enterprise Support	250,000,000
Programme Management, Monitoring, and Contingencies	158,000,000
GRAND TOTAL	₦500,000,000

SAIP

START-UP ACCELERATOR &
INCUBATION PROGRAMME



This programme offers a practical, scalable solution to youth unemployment in Akwa Ibom State. By training **1,000** young people with industry ready skills and linking them to jobs and enterprise opportunities, Ibom-LED and your organization can deliver immediate impact and long-term economic value. With the Commissions support, SAIP will equip the region's youth to become productive, employable, and self-reliant contributors to regional growth.

thank you
~~~~~  
FOR YOUR  
ATTENTION

