



COMMUNIQUÉ AND CONSENSUS

THE PUBLIC-PRIVATE DIALOGUE (PPD) ON THE LABOUR MARKET INFORMATION SYSTEM (LMIS) HELD AT THE OMNIVERSE AFRICA SUMMIT 3.0

Theme: STATE OF THE LAGOS LABOUR MARKET: FROM DATA TO DIRECTION

Date: June 3, 2026

Venue: Workshop Room, Omniverse Africa Summit 3.0, National Theatre, Lagos

Convened By: Lagos State Employment Trust Fund (LSETF)

Supported By: German Agency for International Cooperation (GIZ), Ministry of Wealth Creation and Employment (MWCE), Ministry of Economic Planning and Budget (MEPB)

Attendance: Government MDAs, Private Sectors across the MSME value chains, Business Membership Organizations (SMEDAN, NECA, NACCIMA), Educational & Training Institutes representatives, Civil Society Organizations, CSO and Job Seekers

PREAMBLE

We, the participants of the Public-Private Dialogue (PPD) on the Labour Market Information System (LMIS), comprising representatives of government institutions, private sector employers, business membership organisations, recruitment and talent management firms, educational and training institutions, civil society organisations, youth representatives, development partners and labour market stakeholders, met on June 3, 2026, at the Omniverse Africa Summit 3.0 under the theme:

“State of the Lagos Labour Market: From Data to Direction.”

Having examined the current labour market trends, discussed the implementation implications of the National Employment Policy, and deliberated on emerging workforce realities, we collectively recognise the need for stronger collaboration, evidence-based decision-making, and coordinated action to improve employment outcomes in Lagos State.

KEY OBSERVATIONS

Participants observed that:

1. Labour Market Intelligence Must Drive Decision-Making

The Labour Market Information System has become an important source of evidence for understanding labour market dynamics, skills demand, sector growth trends, and workforce challenges.

However, the true value of labour market data lies in its practical application to policy formulation, programme design, workforce planning, educational reforms, and private sector decision-making.

2. The Skills Gap Remains a Critical Challenge

Despite the increasing number of graduates entering the labour market, employers continue to report difficulties in sourcing talent with the right combination of technical competencies, workplace readiness, and transferable skills.

Participants noted that employability challenges are increasingly linked to skills mismatches rather than a lack of willingness to work.

3. Adaptability Has Become a Core Employability Requirement

Employers are placing greater emphasis on adaptability, problem-solving, learning agility, communication, collaboration, and resilience.

The labour market increasingly rewards individuals who can continuously learn and evolve alongside changing industry needs.

4. Curriculum-Industry Disconnect Persists

Stakeholders acknowledged the continued disconnect between educational outputs and labour market expectations.

There is an urgent need for stronger employer participation in curriculum development and more regular review of training content across tertiary and vocational institutions.

5. Trainers Require Continuous Capacity Development

Participants highlighted the need to periodically retrain educators, instructors, and facilitators to ensure that training delivery remains aligned with current industry realities and future workforce needs.

6. Digital Competencies Are No Longer Optional

Digital literacy and technology-enabled skills are becoming essential across virtually all sectors and occupations.

The emergence of transferable skills such as DevOps, data analytics, artificial intelligence, digital marketing, cybersecurity, and automation-related competencies reflects changing labour market demands.

7. Public-Private Collaboration Is Essential

Labour market challenges cannot be solved by government alone.

Effective employment outcomes require sustained collaboration among government agencies, employers, educational institutions, recruitment firms, development partners, and civil society organisations.

8. Nigerian Youths Are Not the Problem

Participants strongly rejected the narrative that young people are unwilling to work.

Rather, stakeholders recognised that many young people face barriers relating to access to opportunities, labour market information, practical experience, and employability preparation.

RESOLUTIONS

Following extensive deliberations, participants unanimously agreed as follows:

Resolution 1:

That labour market data generated through the LMIS should be institutionalised as a key evidence source for employment-related planning, policy formulation, programme design, and workforce development interventions across Lagos State.

Resolution 2:

That government agencies, educational institutions, employers, and development partners should strengthen collaboration to ensure that labour market intelligence continuously informs curriculum review and skills development initiatives.

Resolution 3:

That employers should be actively involved in the design, review, and validation of curricula across tertiary institutions, vocational training centres, and workforce development programmes.

Resolution 4:

That employability skills, including communication, teamwork, critical thinking, adaptability, professionalism, and emotional intelligence, should be embedded into education and training programmes at all levels.

Resolution 5:

That structured “Train-the-Trainer” programmes should be promoted to improve the relevance and quality of instructional delivery within educational and vocational institutions.

Resolution 6:

That labour market interventions should prioritise future-oriented and transferable skills capable of preparing Lagos residents for both local and global employment opportunities.

Resolution 7:

That greater emphasis should be placed on work-based learning models, internships, apprenticeships, industry placements, and experiential learning opportunities to improve workforce readiness.

Resolution 8:

That stakeholders should work towards strengthening pathways for implementing relevant aspects of the National Employment Policy within Lagos State through coordinated action and stakeholder engagement.

Resolution 9:

That labour market strategies should intentionally recognise and integrate the realities of the informal sector, which remains a significant source of employment and economic activity.

Resolution 10:

That regular Public-Private Dialogue sessions should be institutionalised as a mechanism for continuous stakeholder engagement, feedback, accountability, and policy refinement.

CALL TO ACTION

Participants called upon all labour market actors to move beyond isolated interventions and embrace a coordinated ecosystem approach to employment promotion.

Stakeholders further emphasised that the future competitiveness of Lagos State depends on its ability to create stronger connections between education, skills development, enterprise growth, technological innovation, and labour market demand.

The dialogue therefore reaffirmed the collective commitment of all stakeholders to transforming labour market insights into measurable actions that improve employment outcomes, strengthen workforce competitiveness, and support inclusive economic growth in Lagos State.