

KWARA STATE UNIVERSAL BASIC EDUCATION BOARD, ILORIN

**REPORT ON THE BASELINE EXERCISE MAPPING OF BASIC
EDUCATION TEACHERS
(Primary and Junior Secondary School)**

IN

KWARA STATE

AND

MULTI-YEAR COSTED TEACHER RECRUITMENT

&

DEPLOYMENT PLAN

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1. INTRODUCTION

This report presents the findings of the baseline exercise conducted to map the number and duty stations of basic education teachers across Kwara State. Additionally, it outlines a multi-year costed teacher recruitment and deployment plan to address the identified staffing gaps. The findings serve as a foundation for ensuring equitable teacher distribution and effective planning for sustainable education development in the state.

2. OBJECTIVES OF THE EXERCISE

The objectives of this exercise include:

- Conducting a comprehensive enumeration of basic education teachers in Kwara State.
- Identifying disparities in teacher distribution across the 16 local government areas (LGAs) of the state.
- Assessing the adequacy of current staffing levels based on student population and school needs.
- Developing a sustainable and costed plan for teacher recruitment and deployment.

3. METHODOLOGY

The baseline mapping exercise was carried out using a combination of field surveys, data collection from school records, and engagement with relevant stakeholders. These include the **16 Local Government EMIS officers, Kwara State Universal Basic Education Board (KWSUBEB), the Ministry of Education, and Local Government Education Authorities (LGEAs)**. The data collection methods used were:

- **Physical headcount** and validation of teacher records.
- **Surveys** administered to school heads and education officers.
- **Geo-mapping** of teacher duty stations.
- **Analysis of student-teacher ratios** across schools.

4. FINDINGS

The findings of the baseline mapping exercise are summarized below:

4.1 Total Number of Basic Education Teachers

The state has a total of 19,821 basic education teachers.

4.2 Teacher Distribution by LGA

- Disparities were observed in teacher distribution.
- Urban LGAs have an excess of teachers, while rural LGAs face acute shortages.

4.3 Student-Teacher Ratios

- The average student-teacher ratio across the state is 31:1, which exceeds the recommended 30:1 ratio in many areas.

4.4 Qualification Levels

- 100% of teachers meet the minimum qualification requirement (NCE).
- However, 0% of teachers require additional training and certification.

4.5 Projected Teacher Deficit

- Based on enrollment projections, the state requires an additional 40,274 teachers over the next five years to meet optimal staffing levels.

5. BASIC SCHOOL ENROLMENT AND TEACHER PROJECTION ANALYSIS

This provides a five-year projection of primary and junior secondary school enrolment growth and the corresponding teacher deficit based on the current student-teacher ratio of 31:1. The analysis includes enrolment projections, teacher requirements, and recommendations for optimal staffing levels.

A detailed analysis of primary and junior secondary school enrolment growth and teacher projection was conducted to develop a sustainable staffing plan. The key insights from the analysis include:

5a. Primary School Current Data Overview

- **Total Primary School Enrolment:** 313,961 Students
- **Total Teachers Available:** 10,033
- **Current Student-Teacher Ratio:** 31:1 (Base on the current enrolment and Teachers available)

5b. To calculate the Student-Teacher Ratio (STR) in Primary School:

$$\text{Student-Teacher Ratio} = \frac{\text{Total Primary Enrolment}}{\text{Total Number of Teachers}}$$

Given:

- Total Primary Enrolment = 313,961
- Total Number of Teachers = 10,033

$$\text{STR} = \frac{313,961}{10,033}$$

$$= 31.3$$

So, the **Student-Teacher Ratio is approximately 31:1**, meaning there are about **31 students per teacher**.

5c. Junior Secondary School Current Data Overview

- Total Arms = 1,935
- Total Students = 142,789
- Subjects = 28
- Average teaching periods per class per week = 45 periods
- Average teacher teaching load = 24 periods/week
- Although there are 28 subjects, each class does not receive 28×9 periods. Instead, the weekly timetable for a JSS class is typically about 40 to 45 periods in total.

Step 1: Total Weekly Teaching Periods

Total Weekly Period = Number of Arms x Periods per week

$$= 1,935 \times 45 = 87,075 \text{ periods per week}$$

Step 2: Teachers Required

$$\text{Teachers Required} = \frac{87,075}{24} = 3,628.1$$

5d. To calculate the Student-Teacher Ratio (STR) in JSS:

Student-Teacher Ratio = Total Numbers of Student / Teacher Required

Given:

- Total JSS Enrolment = 142,789
- Total Number of Teachers required = 3,628.1

$$\text{STR} = \frac{142,789}{3,628.1}$$

$$= 39:1$$

So, the **Student-Teacher Ratio is approximately 39:1**, meaning there are about **39 students per teacher**.

5e. Projected Teacher Deficit:

Based on enrollment projections, the state requires an additional **40,274** primary school teachers over the next five years to meet optimal staffing levels.

To project a **20% increase** in primary and JSS enrolment,

$$\text{New Enrolment} = \text{Current Enrolment} + (20/100 \times \text{Current Enrolment})$$

Given:

$$\text{Current Enrolment} = 456,751$$

$$\text{Increase (20\%)} = 0.20 \times 456,751 = 91,350.2$$

$$\text{New Enrolment} = 456,751 + 91,350.2$$

$$= 548,101.2$$

So the projected primary enrolment with a 20% increase is approximately **548,101.2** students.

6. FIVE-YEAR ENROLMENT INCREASE PROJECTION AND THE PROJECTED TEACHER DEFICIT FOR PRIMARY SCHOOL.

1. Project enrolment increase for five years assuming a 20% annual growth rate.
2. Calculate the required number of teachers each year, maintaining the current Student-Teacher Ratio (STR) of 31:1 for primary school

6a. Enrolment Growth Projection (20% Increase Annually) Using a 20% annual growth rate, we project enrolment over the next five years:

YEAR	PROJECTED ENROLMENT
Current	313,961
2026	$313,961 \times 1.2 = 376,753$
2027	$376,753 \times 1.2 = 452,104$
2028	$452,104 \times 1.2 = 542,525$
2029	$542,525 \times 1.2 = 651,030$
2030	$651,030 \times 1.2 = 781,236$

Table 1: This table shows the five-year enrolment projection with 20% annual increase

6b. Projected Teacher Requirement

Using the current **Student-Teacher Ratio (STR) of 31:1**,

Required Teachers = $\frac{\text{Projected Enrolment}}{\text{STR}}$

YEAR	PROJECTED ENROLMENT	REQUIRED TEACHERS (31:1)
Current	313,961	$313,961/31 = 10129$
2026	376,753	$376,753/31 = 12,153$
2027	452,104	$452,104/31 = 14584$
2028	542,525	$542,525/31 = 17,500$
2029	651,030	$651,030/31 = 21,001$
2030	781,236	$781,236/31 = 25,201$

Table 2: This table shows the five-year enrolment projection with enrolment ratio 31:1 to required teachers

6c. Teacher Requirement Projection to maintain the **31:1** ratio, we calculate the required teachers:

YEAR	PROJECTED ENROLMENT	REQUIRED TEACHERS
2026	376,753	12,153

2027	452,104	14,584
2028	542,525	17,500
2029	651,030	21,001
2030	781,236	25,201

Table 3: This table shows the total additional teachers required over **five years: 40,274**

6d. Teacher Deficit: Deficit = Required Teachers – Current Teachers (10,033)

YEAR	REQUIRED TEACHERS	CURRENT TEACHERS (10,033)	TEACHER DEFICIT
2026	12,153	10,033	2,120
2027	14,584	10,033	4,551
2028	17,500	10,033	7,467
2029	21,001	10,033	10,968
2030	25,201	10,033	15,168

Table 4: This table shows the teacher deficit over the five-year.

7. FIVE-YEAR ENROLMENT INCREASE PROJECTION AND THE PROJECTED TEACHER DEFICIT FOR JUNIOR SECONDARY SCHOOL

1. Project enrolment increase for five years assuming a 20% annual growth rate.
2. Calculate the required number of teachers each year, maintaining the current Student-Teacher Ratio (STR) of 39:1 for primary school

7a. Enrolment Growth Projection (20% Increase Annually) Using a 20% annual growth rate, we project enrolment over the next five years for JSS:

YEAR	PROJECTED ENROLMENT
Current	142,789
2026	$142,789 \times 0.2 = 171,347$
2027	$171,347 \times 0.2 = 205,616$
2028	$205,616 \times 0.2 = 296,087$
2029	$296,087 \times 0.2 = 355,305$
2030	$355,305 \times 0.2 = 426,366$

Table 1: This table shows the five-year enrolment projection with 20% annual increase

7b. Projected Teacher Requirement

Using the current **Student-Teacher Ratio (STR)** of **39:1** for JSS,

Required Teachers = $\frac{\text{Projected Enrolment}}{\text{STR}}$

YEAR	PROJECTED ENROLMENT	REQUIRED TEACHERS (31:1)
Current	142,789	$142,789/39 = 3,661$
2026	171,347	$171,347 / 39 = 4,393$
2027	205,616	$205,616 / 39 = 5,272$
2028	296,087	$296,087 / 39 = 7,591$
2029	355,305	$355,305 / 39 = 9,110$
2030	426,366	$426,366 / 39 = 10,932$

Table 2: This table shows the five-year enrolment projection with enrolment ratio 39:1 to required teachers

7c. Teacher Requirement Projection to maintain the **31:1** ratio, we calculate the required teachers for JSS:

YEAR	PROJECTED ENROLMENT	REQUIRED TEACHERS
2026	171,347	4,393
2027	205,616	5,272
2028	296,087	7,591
2029	355,305	9,110
2030	426,366	10,932

Table 3: This table shows the total additional teachers required over **five years: 37,298** for JSS

8. FINAL SUMMARY

- Primary School Enrolment is projected to grow from 313,961 to 781,236 in five years.
- Junior Secondary School Enrolment is projected to grow from 142,789 to 426,366 in five years.
- The required Primary school teachers will increase from 10,129 to 25,201.
- The required JSS teachers will increase from 3,661 to 10,932
- By Year 5, the teacher deficit for Primary School will be 15,168 if no new teachers are recruited.

- By Year 5, the teacher deficit for JSS will be 7,271 if no new teachers are recruited

9. FINAL ANSWER

A total of 40,274 additional Primary school teachers are required over the next five years to maintain an optimal 31:1 student-teacher ratio and 37,298 additional Junior Secondary School Teachers are required over the next five years to maintain an optimal 39:1 student-teacher ratio to ensure quality education for the projected enrolment growth.

10. RECOMMENDATIONS

- Recruit at least 15,514 new teachers annually for both primary and junior secondary schools to balance the growing deficit.
- Invest in teacher training programs to improve education quality.
- Adopt technology and online learning to reduce the pressure on teachers
- Budget Planning: Advocate for increased budget allocation to support recruitment and retention.
- Monitoring & Evaluation: Establish a yearly assessment framework to adjust projections as needed.

11. MULTI-YEAR COST TEACHER RECRUITMENT DEPLOYMENT AND TRAINING PLAN

Based on the findings, the following multi-year teacher recruitment deployment and training strategy is proposed:

YEAR	RECRUITMENT PLAN	TRAINING PLAN	BUDGET (NAIRA)
2026	Recruit 15,000 new teachers focusing on high-need LGAs.	Conduct capacity-building programs for newly recruited teachers.	N13 billion
2027	Recruit an additional 15,000 teachers, prioritizing underserved schools.	Develop structured induction training for new teachers.	N14.4 billion
2028	Recruit 15,000 more teachers to address remaining gaps.	Introduce continuous professional development courses.	N16.0 billion
2029	Recruit 15,000 more teachers to address remaining.	Implement refresher training and	N17.0 billion

		mentorship programs.	
2030	Recruit 15,000 more teachers to address remaining to achieve full teacher sufficiency based on projections.	Enhance digital literacy and innovative teaching methodologies training.	N18.0 billion

11. FINANCIAL IMPLICATIONS

The estimated budgetary allocation for the recruitment and deployment plan is N 78.4 billion over five years. This budget covers:

1. Salaries & Benefits: Competitive salary structure for new and existing teachers.
2. Training Programs: Structured training for new teachers, refresher courses, and digital literacy programs.
3. Incentives: Housing, transportation, and rural area deployment allowances.
4. Administrative Costs: Recruitment processes, documentation, and capacity-building logistics.

12. PROJECTED TEACHER DEFICIT & STAFFING NEEDS

Based on the projected 20% increase in primary school and Junior Secondary school enrollment over the next five years, the estimated student population is expected to reach $376,753 + 142,789 = 519,542$ by 2030. To meet the optimal student-teacher ratio of 30:1 and 39:1 respectively, the required number of teachers by 2030 is $40,274 + 37,298 = 77,572$ additional basic education teachers.

13. CONCLUSION

This strategic teacher recruitment and training plan ensures that the education sector keeps pace with increasing student enrollment, addressing gaps in teacher availability while improving educational quality. The outlined budget is designed to be realistic and sustainable, ensuring efficient resource allocation and impactful teacher deployment

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