Green Youth Upskilling Program (GYUP)

Progress Report
Training Completion & Transition to Internship Phase

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In Partnership with:
Oando Foundation

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1. Project Background

The Green Youth Upskilling Program (GYUP) is a flagship initiative of the Oando Foundation, implemented in partnership with the Nigeria Climate Innovation Center (NCIC). It was designed as a timely and strategic response to Nigeria's interlinked challenges of youth unemployment, energy access deficits, waste mismanagement, and the urgent need for climate action.

At its core, GYUP is a collaborative initiative aimed at equipping young Nigerians with technical and entrepreneurial skills in renewable energy (RE) and waste management (WM), two sectors that stand at the intersection of sustainable development, climate resilience, and inclusive economic growth. By focusing on these areas, the program seeks to strengthen Nigeria's human capital, reduce environmental pressures, and create opportunities for youth participation in the green economy.

Nigeria's Climate and Development Context

Nigeria is one of Africa's largest economies, yet it faces significant environmental and developmental challenges. With a population of over 220 million people, the country is experiencing rapid urbanization, population growth, and increasing demands for energy, food, and waste management services. Unfortunately, the infrastructure and workforce required to meet these needs have not kept pace.

- **Energy Access Deficit:** Over 100 million Nigerians, almost half the population, do not have reliable access to grid electricity. This energy poverty limits productivity, constrains educational opportunities, and hinders economic competitiveness. The reliance on costly and polluting fossil-fuel generators further exacerbates greenhouse gas emissions and environmental degradation. Transitioning to decentralized renewable energy solutions such as solar home systems, mini-grids, and other clean technologies requires skilled technical personnel at scale.
- **Waste Management Challenges:** Nigeria generates an estimated 32 million tonnes of solid waste annually, including more than 2.5 million tonnes of plastic waste. Yet, less than 10% of plastic waste is recycled, with much of it ending up in open dumps, landfills, and waterways. This has dire consequences for public health, urban sanitation, and marine ecosystems. An efficient waste management sector that integrates recycling, reuse, and circular economy approaches is urgently needed, and it cannot function effectively without trained manpower.
- **Youth Unemployment Crisis:** Nigeria has one of the largest youth populations in the world, with over 60% of its citizens under the age of 25. While this demographic represents enormous potential, it also presents a daunting challenge: youth unemployment and underemployment rates remain unacceptably high, with millions of young people lacking the skills and opportunities needed to secure decent livelihoods. Without deliberate intervention, this "youth bulge" risks becoming a driver of social instability rather than economic transformation.

Strategic Importance of Renewable Energy and Waste Management

Renewable energy and waste management are not only critical to Nigeria's sustainable development goals but also sectors of immense job creation potential.

- The renewable energy sector offers significant opportunities for youth to become solar technicians, energy auditors, installers, and maintenance experts, careers that are vital to Nigeria's energy transition. Beyond technical jobs, there is growing demand for business- minded individuals who can launch and manage renewable energy enterprises.
- Waste management, particularly recycling and upcycling, has the capacity to create hundreds of thousands of green jobs while addressing urban sanitation and reducing plastic pollution. Skilled youth can participate as waste entrepreneurs, recyclers, logistics providers, or innovators creating new products from recycled materials.

Together, these sectors serve as entry points for addressing climate change while simultaneously tackling unemployment and economic inequality.

Rationale for GYUP

Against this backdrop, the Oando Foundation and NCIC conceptualized the Green Youth Upskilling Program as a pipeline for nurturing green talent and entrepreneurship. The program's design reflects an integrated approach that combines:

- **Classroom instruction** to provide theoretical foundations in renewable energy systems, waste management principles, and sustainability concepts.
- **Hands-on training** to ensure participants acquire practical, industry-relevant skills that can be immediately deployed in the labour market.
- **Business development and mentorship** to foster entrepreneurial mindsets and equip participants with the knowledge required to launch green businesses.
- **Exposure visits and networking opportunities** to connect trainees with industry players, green startups, and potential investors, ensuring that skills development is matched with real-world opportunities.

By blending technical upskilling with entrepreneurship training, GYUP aims not only to prepare young Nigerians for employment but also to empower them as job creators who will contribute to a sustainable cycle of green enterprise development.

Alignment with National and Global Priorities

GYUP is also aligned with Nigeria's national strategies and global commitments. It supports the objectives of the Energy Transition Plan (ETP), the Nationally Determined Contributions (NDCs) under the Paris Agreement, and the Sustainable Development Goals (SDGs), especially SDGs 7 (Affordable and Clean Energy), 8 (Decent Work and Economic Growth), 11 (Sustainable Cities and Communities), 12 (Responsible Consumption and Production), and 13 (Climate Action).

Through its training and capacity-building efforts, the program directly contributes to building a skilled green workforce, reducing reliance on foreign expertise, and enabling Nigeria to harness the full potential of its renewable energy and waste management sectors.

In summary, the Green Youth Upskilling Program was conceived as a transformative intervention, bridging critical skills gaps, addressing unemployment, and creating a generation of empowered

youth who are equipped to tackle Nigeria's environmental challenges while driving innovation and sustainable economic growth.

2. Executive Summary

During this reporting period, the Green Youth Upskilling Program (GYUP) successfully completed its 12-week technical and business training phase and transitioned 25 participants into the internship placement phase. The program recorded remarkable progress in strengthening participants' technical competence, hands-on experience, and professional readiness across Renewable Energy (RE) and Waste Management (WM).

Across both technical clusters, participants demonstrated significant improvement, with post assessment scores averaging between 68% – 90% in RE, and 60% – 90% in WM, reflecting a strong mastery of tools, system installations, troubleshooting, and machinery maintenance. Training vendors confirmed over 95% successful skills improvement, with notable highlights such as inverter and battery configuration, energy auditing, solar system installations, hydraulic maintenance, plastic crusher handling, and real-time factory simulations.

All 25 participants successfully completed the training (including 9 female participants), marking a 100% retention rate throughout the program. Technical training partners reports highlighted strong teamwork, exceptional participation, and rapid adaptation, particularly by the female trainees, who excelled in operating heavy equipment and power tools in both tracks.

To support their transition from classroom learning to real industry immersion, two sensitization and alignment sessions were held in the last week of October 2025, a virtual one with host companies, and a physical one with the interns. These sessions focused on workplace ethics, communication, expectations, mentorship roles, technical skills application, and reporting procedures.

The internship phase officially commenced on Monday, 10th November 2025, with participants placed at leading organizations across the green economy, including Trashusers Services, Ecovirids, Zyntomax Ventures, Wecyclers, Quadloop, MadeCore Solar, Solar Spark, SWEEP Foundation, and PAKAM. Participants will undergo 3-month hands-on placements, applying their technical competencies in real-world settings, while NCIC continues structured monitoring and reporting to ensure absorption opportunities, mentorship access, and future job placements.

With the internship phase underway, GYUP is now entering a critical stage of practical workforce integration and career development, the aim being employment, green entrepreneurship, and long-term industry absorption.

Key Achievements to Date

- **Training completion:** All participants completed the 12-week program
- **Internship launch:** The internship phase officially commenced on Monday, 10 November 2025 following pre-placement alignment sessions.
- **Pre-placement alignment:** NCIC held two hybrid sensitization sessions, one with host companies and one with participants, to align expectations, supervision, reporting, and workplace conduct.
- **Strong learning gains:** Technical training partner reports indicate meaningful improvements across both tracks.
    - **Renewable Energy:** At the beginning, many participants only had basic

knowledge of solar systems. After 12 weeks, almost all of them were able to **design, install, and maintain complete solar power systems on their own**, including correctly connecting batteries and inverters. They also learned how to check the quality of equipment and calculate installation costs.

Their assessment results showed good progress, moving from beginner levels to strong intermediate levels. The trainer confirmed that **all participants successfully completed the training**, and many showed strong interest and real skill.

- **Waste Management:** Participants moved from having little or no practical experience to being able to **operate recycling machines like shredders, crushers, and balers**, troubleshoot common faults, and carry out routine maintenance in a real Material Recovery Facility (MRF) setting. They also learned how waste sorting, collection, and recycling businesses operate in real life.

  Their progress was very strong, with the trainer reporting that **almost all participants became competent and confident in handling the machines** by the end of the program.

- **Attendance & engagement:** Training attendance remained robust throughout delivery (RE averaged ~75–80% weekly attendance; WM averaged ~87–93%). Trainers consistently reported high engagement, teamwork, and rapid skill uptake, particularly among female trainees.
- **Practical exposure:** Participants completed multiple field trips and real-world simulations, including visits to operational solar sites and material recovery facilities, and hands-on team projects that culminated in final presentations and practical exams.

Internship placement overview

Participants were placed with host organisations across the renewable energy and waste management value chains. Host partners include:

- **Waste Management:** Trashusers Services, Ecovirids, Zyntomax Ventures, Street Waste, SWEEP Foundation, PAKAM, Wecyclers.
- **Renewable Energy:** Quadloop, MadeCore Solar, Solar Spark.

Purpose of internships

The 3-month internships (10 Nov 2025 – 31 Jan 2026) are designed to:

- Consolidate and apply technical skills in real settings (site installations, MRF operations, equipment maintenance).
- Build workplace professionalism (communication, safety, punctuality, reporting).
- Strengthen employer networks and create pathways for hire or entrepreneurship.
- Generate case studies and media content to demonstrate program impact.

Monitoring & support during internships

NCIC will maintain an active monitoring regime that includes:

- Weekly intern attendance and activity logs;
- Supervisor progress feedback forms;
- Bi-weekly check-ins with host organisations;

- Targeted mentorship matches for technical and business development support.

Risks and mitigations

- **Transport/logistics pressure:** Trainers and participants reported transport and PPE gaps during training; Oando Foundation approved additional logistic support during the technical phase and partners have been asked to accommodate reasonable intern travel or provide stipends where needed.
- **Host supervision variability:** Sensitization on 29 Oct clarified supervision expectations and reporting mechanisms; NCIC will follow up with structured feedback to ensure consistent learning experiences.

Looking ahead

The internship phase marks the critical bridge from training to employment. NCIC will focus on monitoring learning application, documenting early indicators of job absorption, and supporting at least five participants to develop mini capstone projects or business initiatives tied to their internship experience. Outputs from this phase will feed into the final Impact Report and the 5-minute program video planned for early 2026.

3. Program Objectives

The overarching goal of the Green Youth Upskilling Program (GYUP) is to empower and upskill Nigerian youths with the knowledge, technical expertise, and entrepreneurial capacity required to thrive in the rapidly evolving green economy. At its core, the program is designed to produce a new generation of technically competent and business-savvy young people who can drive sustainable development within their communities and across Nigeria.

Specifically, the program seeks to:

- **Build a pipeline of green-skilled youth:** Provide structured training opportunities in specialized areas of the green economy, such as renewable energy, smart agriculture, waste management, energy efficiency, and sustainable technologies, thereby addressing the skills gap that currently limits Nigeria's ability to fully harness green growth opportunities.
- **Develop job-ready technicians and professionals:** Equip participants with both theoretical and practical skills needed to transition seamlessly into the workforce as competent technicians, mechanics, and field operatives in renewable energy and waste management sectors.
- **Foster youth-led entrepreneurship in climate-smart businesses:** Support young people to move beyond job-seeking into enterprise creation by nurturing their entrepreneurial potential, exposing them to business development concepts, and enabling them to start and manage viable green ventures.
- **Promote innovation for environmental sustainability:** Encourage innovative thinking and problem-solving approaches among young people, enabling them to design and deploy locally relevant solutions to Nigeria's pressing climate and environmental challenges.
- **Contribute to national and global sustainability goals:** Align with the Government of Nigeria's green growth agenda and the United Nations Sustainable Development Goals (particularly SDGs 7, 8, 11, 12, and 13), by promoting affordable clean energy, decent work and economic growth, sustainable cities and communities, responsible consumption and production, and urgent climate action.

Through these objectives, the GYUP does more than train individuals; it creates a multiplier effect where empowered youths become active contributors to Nigeria's sustainable development, climate resilience, and inclusive economic prosperity.

4. Pre-Program Activities

The Green Youth Upskilling Program (GYUP) began with a comprehensive set of pre-program activities designed to ensure transparency, inclusivity, and impact. These activities not only established the credibility of the program but also positioned it as a flagship initiative within Nigeria's green ecosystem. NCIC, leveraging its strong reputation and partnerships within the country's sustainability space, worked closely with the Oando Foundation to deliver a structured and rigorous pre-training process.

4.1 Call for Applications

The call for applications officially launched on 7 July 2025, coinciding with the launch of the dedicated GYUP website. This ensured that all interested youths could access program details and apply through a standardized and transparent process.

The campaign was amplified through multiple channels, particularly social media platforms (Twitter, LinkedIn, Instagram) where both NCIC and the Oando Foundation actively promoted the program. On LinkedIn, which serves as NCIC's primary professional engagement platform, the campaign generated over 33,000 impressions and reached more than 16,000 unique members. This organic reach was further extended through NCIC's hub partnership communities, ensuring visibility across Nigeria's climate and sustainability ecosystem. As NCIC is a recognized convening body in the green innovation space, this network-based outreach guaranteed that the program reached thousands of young people across the country.

In addition to online promotion, visually appealing flyers and campaign materials were widely circulated. Many community partners and allied organizations voluntarily reposted and reshared the call for applications, significantly boosting its national reach, however the program is designed to be a pilot initiative for Lagos state.

The Oando Foundation complemented this by running media coverage on MSME Africa, thereby expanding visibility beyond the immediate green ecosystem to broader entrepreneurship and innovation audiences.

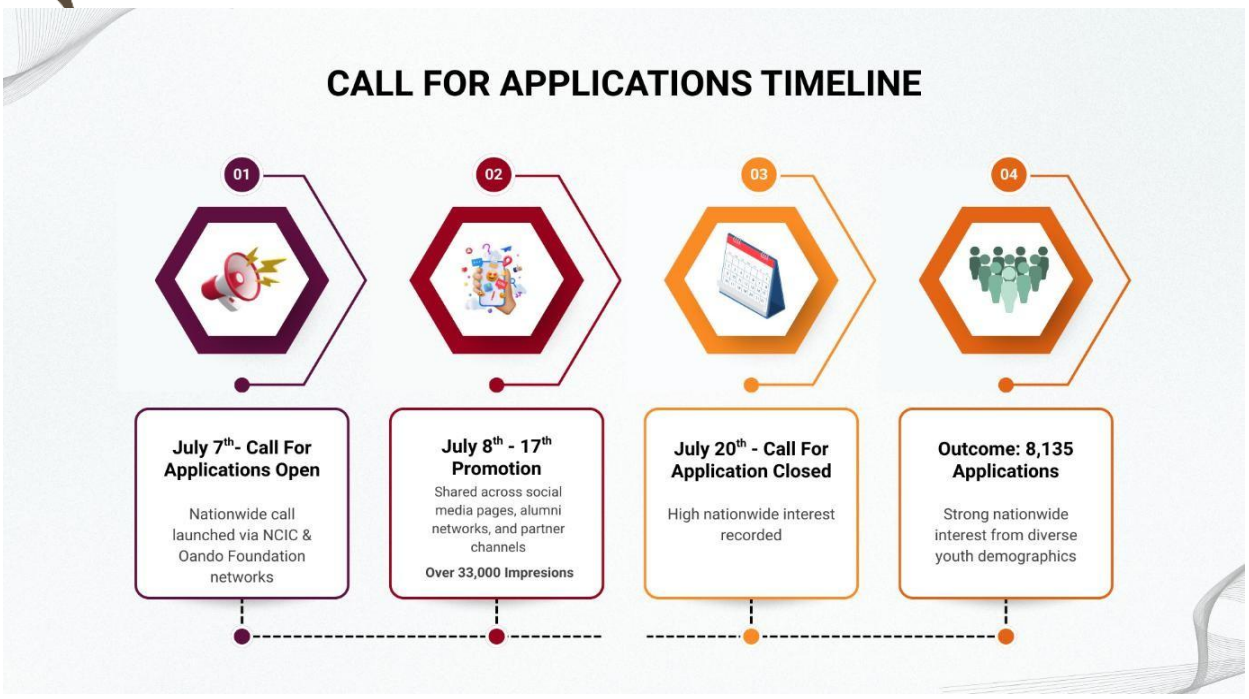


Figure 1: Infographic summarizing the timeline of the call for applications

4.2 Total Applications

The application window remained open from 7–20 July 2025, during which the program received an impressive 8,134 applications. Applicants came from diverse backgrounds but were filtered through the website's automated system to ensure alignment with core eligibility requirements, particularly age (18–35 years), residency in Lagos State, and interest in technical or green-related fields.

Following the initial filtering, the number of eligible applications was streamlined to 261 candidates, from which 50 were shortlisted through a rigorous selection process. The shortlisted group represented a balanced mix of genders and backgrounds, ensuring inclusivity and diversity in line with the program's mandate.

4.3 Eligibility Criteria

Eligibility was carefully designed to strike a balance between inclusivity and the program's technical focus. Applicants were required to:

- Be Nigerian citizens between 18 and 35 years of age.
- Hold at least a minimum of secondary education (SSCE).
- Demonstrate interest in pursuing a career in the green economy.
- Be available to fully participate in both virtual and in-person sessions.

While prior technical exposure was not mandatory, candidates with informal experience, such as volunteering, self-learning, or vocational practice, were given added advantage. This ensured that passionate but underrepresented youths could participate alongside those with foundational technical training, fostering a dynamic and diverse learning environment.

Applicants were also required to submit CVs, a statement of interest, and optional supporting documents (e.g., certificates, photos of past work, references). These submissions helped assess motivation, technical exposure, and potential career trajectory.

4.4 Selection Process

The selection process was deliberately rigorous, combining both qualitative and quantitative assessment.

- **Screening & Documentation Review** – NCIC led the initial screening of all 261 applications. Candidates were assessed on completeness, clarity of motivation, and alignment with program goals. Application questions probed their:
  - Experience with tools, machines, or installations.
  - Confidence in hands-on technical work.
  - Career aspirations and reason for applying.
  - Exposure to green or technical fields.

  This process narrowed the pool to 50 shortlisted candidates (20 female, 30 male).
- **Final Selection** – The Oando Foundation conducted the final selections, selecting the final cohort of 25 participants (16 male, 9 female). Participants were then assigned to Renewable Energy (10 participants) or Waste Management (15 participants) streams, based on their backgrounds, stated interests, and career goals.
- **Waitlist** – To safeguard program continuity, a waitlist of five additional candidates was created to replace any potential dropouts.

This rigorous process ensured that the selected participants were not only qualified but also highly motivated, maximizing the program's potential for impact.

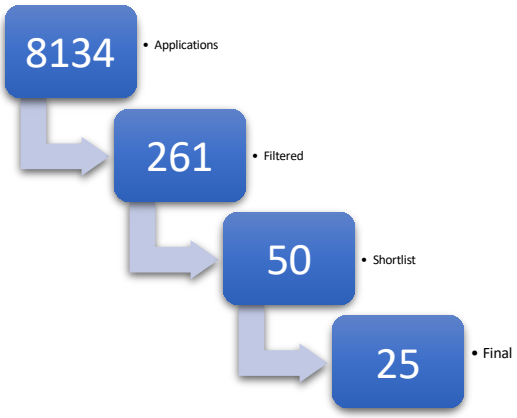


Figure 2: The GYUP selection funnel, showing the rigorous process from 8,134 applications to 25 final participants

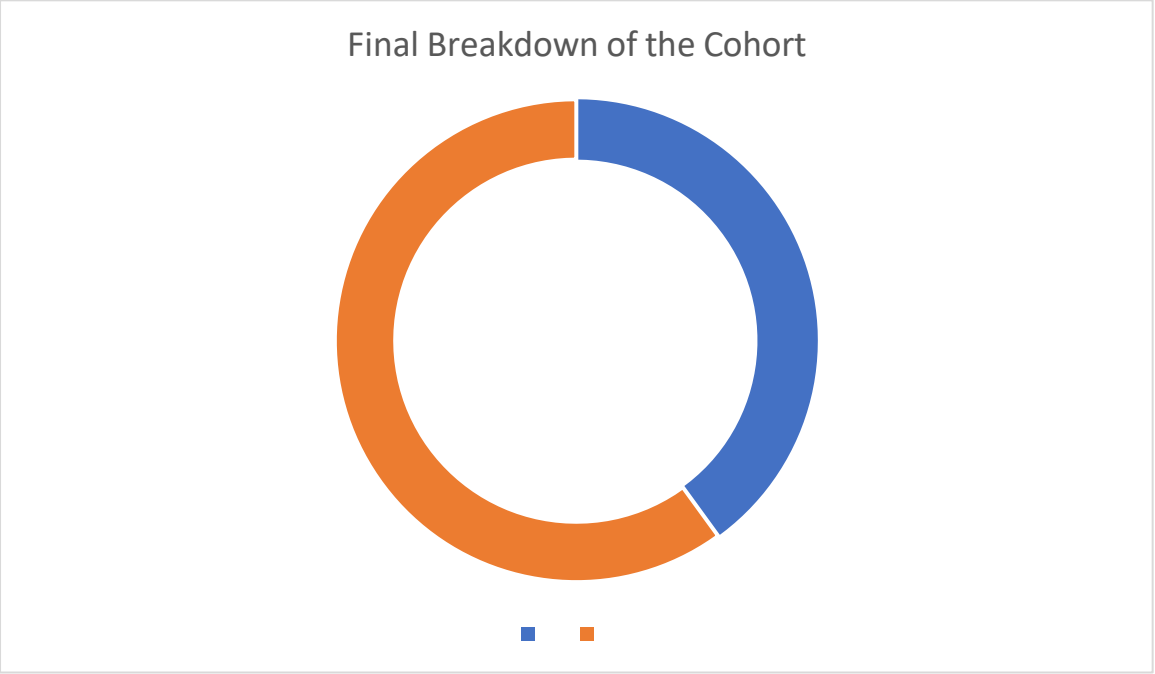


Figure 3: Distribution of the selected participants across Renewable Energy (10) and Waste Management (15)

4.5 Media Campaign & Outreach

Beyond the call for applications, the program also benefitted from broader media visibility. MSME Africa featured the program as part of its coverage on green innovation and youth entrepreneurship. This external visibility positioned GYUP not only as a training initiative but also as a national conversation starter on green jobs and youth empowerment.

In addition, the GYUP official website was developed and launched by the Oando Foundation and NCIC as a central information and application hub. The site provided details on program objectives, application processes, and timelines, and later became a repository for program updates. Its launch alongside the call for applications reflected a strong commitment to professionalism, transparency, and digital accessibility.

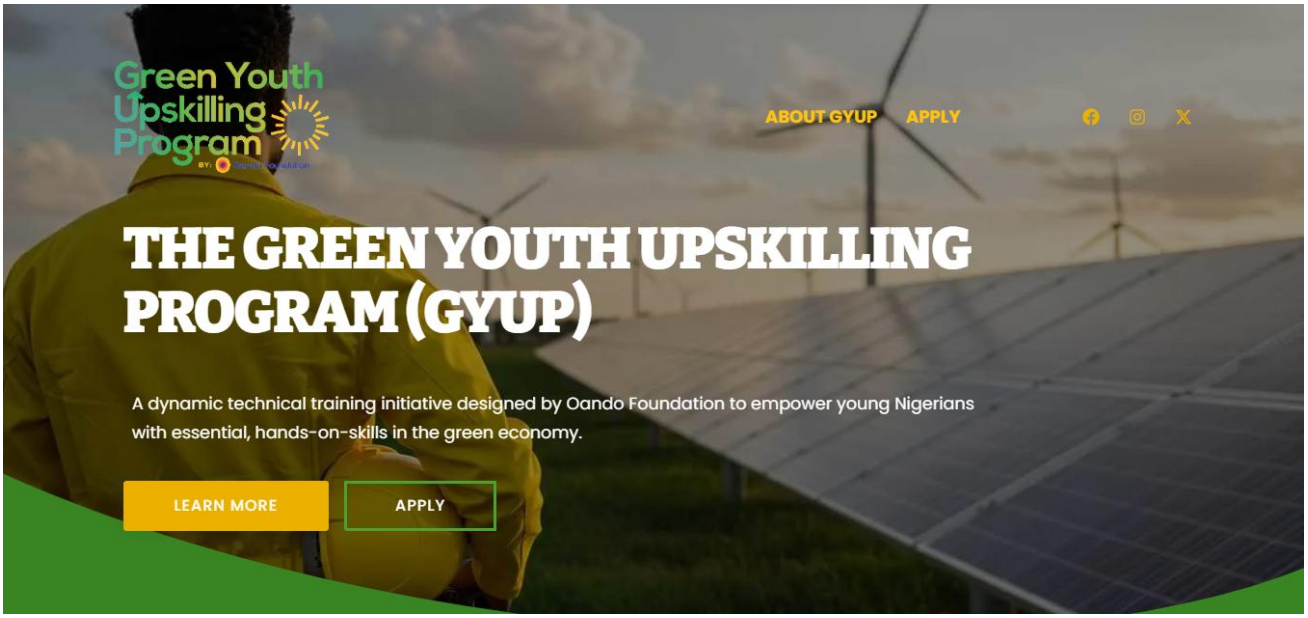


Figure 4: GYUP Official Website Homepage (accessible at www.gyup.net)

4.6 Selection of Training Outfits

To guarantee high-quality delivery, NCIC conducted an ecosystem mapping exercise to identify credible training partners with proven expertise in technical training for green sectors. Leveraging its extensive network, NCIC shortlisted eligible organizations and finalized two highly qualified training vendors:

- **Lihon Energy** – serving as the technical training provider for Renewable Energy.
- **Ivarest Global** – serving as the technical training provider for Waste Management.

The decision to engage these partners was based on their track records, technical capacity, and alignment with program objectives. Both organizations were evaluated not only for their subject- matter expertise but also for their ability to provide hands-on, practical instruction that mirrors real- world industry demands.

4.7 Program Launch

The Green Youth Upskilling Program (GYUP) officially launched with a high-profile event that marked the transition from planning and preparatory activities to the commencement of training. The launch not only served as the formal unveiling of the program but also provided a platform to showcase its objectives, mobilize stakeholder support, and set the tone for successful implementation.

The launch event was held on July 31st, 2025, bringing together representatives from the Oando Foundation, the Nigeria Climate Innovation Center (NCIC), training vendors, green ecosystem stakeholders, youth participants, and members of the press. The program launch was designed as both an awareness-raising opportunity and a rallying point for youth, partners, and industry leaders invested in the future of Nigeria's green economy.

Key Features of the Launch

1. **Opening Remarks and Context Setting**
   The event commenced with welcome addresses from the Oando Foundation and NCIC, highlighting the shared vision behind GYUP. Oando Foundation emphasized its commitment to tackling unemployment and climate challenges through education and empowerment, while NCIC underscored its pivotal role in linking innovation with climate solutions and supporting young entrepreneurs.

2. **Introduction of Program Objectives**
   A comprehensive overview of the program's objectives was presented, outlining its dual focus on renewable energy (RE) and waste management (WM) as priority sectors for Nigeria's sustainable development. The facilitators emphasized how the training curriculum combines technical instruction, business development, and hands-on experience to ensure participants are not only employable but also capable of establishing green ventures.

3. **Unveiling of Selected Participants**
   During the launch, the 25 shortlisted participants were formally introduced, representing a diverse group of young Nigerians eager to pursue careers in the green economy. This public recognition helped establish a sense of prestige and accountability, while inspiring other youth to consider green sectors as viable career paths.

4. **Media Coverage and Publicity**
   To amplify the reach and visibility of the program, the launch received significant media attention. Coverage by Vanguard, ThisDay, and The Guardian, alongside widespread amplification across NCIC and Oando Foundation's digital channels, ensured that the message of youth empowerment and green innovation reached national and regional audiences. The event generated considerable buzz online, with stakeholders and green ecosystem partners actively sharing updates across platforms.

5. **Symbolic Launch Activities**
   The launch was not only ceremonial but also practical. In addition to speeches and formalities, participants engaged in introductory sessions with their training vendors, Lihon Energy (RE) and Ivarest Global (WM). These interactions gave

participants an early sense of belonging and offered vendors the opportunity to outline training expectations and industry realities.

6. **Networking and Partner Engagement**
   The event provided space for ecosystem networking. Partners, green stakeholders, and training vendors interacted with the participants and each other, strengthening collaboration opportunities and reinforcing the collective ownership of the program's success.

Significance of the Launch

The program launch was a defining moment that reinforced GYUP's vision of bridging youth employment and climate resilience. It not only validated the extensive preparatory work undertaken by Oando Foundation and NCIC but also set the stage for the technical training phase. Most importantly, it symbolized the start of a journey for 25 young Nigerians who now represent the first cohort of skilled professionals being nurtured into the country's green economy.

5. Program Activities

5.1 Module Design and Curriculum

The training curriculum was co-developed by NCIC and the training vendors to ensure alignment with program objectives and maximize participant impact. Each module was carefully structured to combine theory with practical, hands-on learning.

- **Renewable Energy (RE):** Covered Solar PV, Mini-grids, Energy Auditing, Battery Systems, Inverters, and Safety Standards. Modules were structured into 24 sessions, including three field trips, design projects, and a final assessment. *(See detailed curriculum outline in Appendix).*
- **Waste Management (WM):** Focused on Recycling, Machine Operations, Mechanical Transmission, Shredder Maintenance, Conveyor Systems, Hydraulics, Pneumatics, Preventive Maintenance, and Circular Economy practices. The curriculum featured a mix of lectures, labs, and hands-on activities, culminating in a certification ceremony. *(See detailed curriculum outline in Appendix).*
- **Business Development (BD):** Eight thematic modules were delivered to build entrepreneurial capacity. Topics included Business Models in the Green Economy, Branding, Digital Marketing, Financial Management, Accessing Funding, and Legal/Regulatory Compliance.

Snapshots of detailed curriculum timetables are attached in the Appendix B–D.

5.2 Grouping of Participants

At the conclusion of the selection and onboarding phase, the 25 shortlisted participants were formally allocated into the two technical training tracks: Renewable Energy (RE) and Waste Management (WM).

- **Renewable Energy (RE):** 10 participants
- **Waste Management (WM):** 15 participants

The grouping was conducted purely on the basis of merit, qualifications, and demonstrated interest as indicated during the application and selection process. Considerations included participants' prior experience with tools or installations, their articulated career aspirations, and the relevance of their credentials to each training pathway. This transparent approach ensured that participants were matched to tracks where they could maximize both learning outcomes and long-term career impact.

Importantly, participants were informed at the program launch that final group allocations would be merit-based and aligned with the selection criteria outlined during the call for applications. This clarity helped manage expectations and reinforced the credibility of the process.

Both groups continue to benefit from a unified entrepreneurial capacity-building track in Business Development (BD), which is being delivered to all participants irrespective of technical placement.

5.3 Key Performance Indicators (KPIs)

To effectively monitor the progress of the Green Youth Upskilling Program (GYUP), a structured monitoring and evaluation framework was deployed across both training clusters—Renewable Energy (RE) and Waste Management (WM). The indicators tracked include attendance, participation, and performance in periodic assessments.

Attendance Tracking

Attendance was meticulously tracked at every training session using cluster-specific methods:

- **Renewable Energy (RE):** A manual register system was adopted, where participants recorded their names, arrival time, and departure time at each class. This method provided a reliable log of punctuality and participation.
- **Waste Management (WM):** For physical classes, the same manual system was used. However, during virtual sessions, attendance was captured using Google Forms. To ensure accuracy and accountability, the attendance link was shared twice: first, 30–40 minutes into the class to confirm real-time presence, and again one hour later to accommodate participants facing network connectivity challenges. This two-step approach minimized the risk of absentee participants signing in dishonestly while allowing genuine participants with technical difficulties to be recorded.

On average, Renewable Energy sessions recorded 7–8 participants per class (70–80% attendance rate), while Waste Management sessions recorded 13–14 participants per class (85–90% attendance rate).

Quiz and Assessment Performance

Written quizzes were introduced during the Renewable Energy cluster to test knowledge acquisition. Assessments were administered directly by the training vendor and included pre- and post-tests to capture learning progression. Waste Management assessments are scheduled for the subsequent reporting period.

Participation Monitoring

Beyond attendance and quizzes, trainers used standardized weekly templates to document participant engagement and progress. These templates captured:

- Topics covered in each session.
- Skills practiced or developed during hands-on activities.
- Challenges faced, if any, by participants or trainers.
- Pre- and post-assessment performance, showing individual and group improvement.

This structured reporting has enabled the program to monitor both the qualitative and quantitative aspects of participant progress, ensuring alignment with the program's objectives of capacity building and measurable impact.

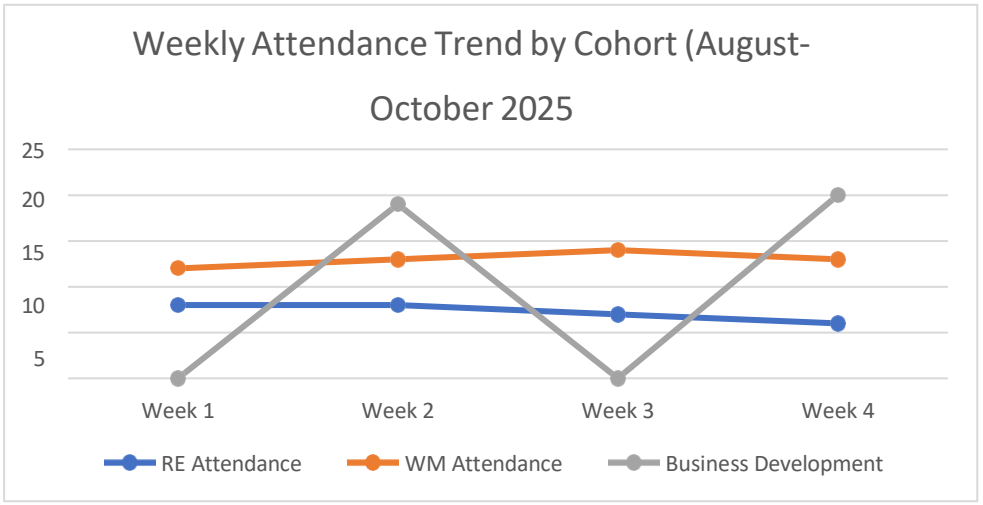


Figure 5: Weekly attendance trend chart across training components (August – October 2025).

This chart illustrates participant attendance trends across the three core training components: Renewable Energy (RE), Waste Management (WM), and Business Development (BD). While RE and WM represent the technical streams, BD was designed as a shared cross-cutting module for all participants. Combining them into one chart provides a holistic view of overall program engagement, highlighting both consistency and differences in attendance patterns across modules.

6. Key Activities of the Reporting Period

6.1 Technical Training Completion

During this reporting period, both technical tracks, Renewable Energy and Waste Management successfully completed their 12-week hands-on training. The last phase of the training focused heavily on real problem-solving, teamwork, critical thinking, and practical demonstrations that mirrored real workplace scenarios.

Rather than just learning theory, participants were given real tools, machines, and field-like environments to learn and practice. Trainers deliberately stepped back during some activities to allow participants to lead group installations, test ideas, correct mistakes, and make decisions on their own, allowing their confidence to grow.

Renewable Energy (RE):

By the final weeks, participants had progressed from learning concepts to building and installing

complete solar systems. Key skills developed included:

- Conducting site surveys and panel positioning assessments
- Designing solar systems with load calculations and inverter sizing
- Assembling and wiring panels, batteries, fuses, and inverters
- Troubleshooting faults and interpreting inverter error codes
- Practicing safety procedures and cost estimation

Several participants took on leadership roles, guiding peers and ensuring safety compliance. Female participants demonstrated notable proficiency with tools and installation tasks.

"They started as learners, but by Week 10 they were discussing system faults like professionals," one trainer observed.

Waste Management (WM):

Participants moved from classroom learning to practical handling of equipment, factory workflow simulations, and recycling process management. By the final month, they could:

- Operate shredders, crushers, and sorting equipment independently
- Manage material flows and monitor conveyor systems
- Perform basic equipment maintenance
- Understand material recovery processes and recycling business models

Simulation exercises with rotating team roles enhanced understanding of real operational workflows. Trainers noted significant growth in confidence, teamwork, and technical competence.

"Initially hesitant, participants could explain equipment functions and guide others by the program's end," a trainer remarked.

6.2 Business Development (BD) Sessions

Alongside technical training, all participants attended Business Development workshops delivered by the Nigeria Climate Innovation Centre, designed to prepare them for entrepreneurship and employment in the green economy. Sessions covered the green founder mindset, building viable business models, branding, digital marketing, financial management, funding strategies, and legal compliance. Participants applied their learning by developing business concept notes, practicing pitching, and gaining practical insights into starting and managing purpose-driven, climate-resilient ventures.
Participants developed short business concept notes, practiced pitching, and learned how to position themselves for employment and entrepreneurship.

6.3 Final Assessments

At the end of training, both technical vendors conducted pre- and post-assessments plus practical evaluations to measure participant progress.

- In **Renewable Energy**, participants improved from basic knowledge to being able to independently assemble and install full solar power systems. Trainers confirmed a strong increase in confidence and hands-on proficiency.
- In **Waste Management**, trainees demonstrated clear understanding of real waste flow processes, equipment mechanisms, and completed hands-on operations of shredders, conveyors, and hydraulic systems.

All active participants successfully met the minimum competency requirements and completed the training.

6.4 Participant Engagement and Attendance

Training attendance remained consistently strong throughout the final weeks, supported by high enthusiasm, teamwork, and peer support. Vendors highlighted:

"Participants were punctual, engaged, and showed real interest in learning. They asked smart questions and were eager to apply the tools practically."
Female participants were reported to be particularly outstanding, actively participating in machine handling, system testing, and installations, challenging existing gender stereotypes in the sector.

6.5 Field Visits and Real-Life Exposure

To strengthen practical understanding, participants went on real-world exposure visits:

Track	Location & Highlights
Waste Management	Visit to Material Recovery Facility (MRF) – participants observed and operated machinery, saw waste sorting, baling, and recycling logistics
Renewable Energy	Solar installation site visit – participants witnessed live installations, client assessments, inverter/battery testing, and safety compliance

These visits helped participants connect classroom knowledge to real business operations.

6.6 End-of-Training Wrap-Up Sessions

At the conclusion of the training, NCIC and technical training partners conducted wrap-up and feedback sessions to review participants' learning outcomes, highlight strengths, identify areas for improvement, and gather reflections on their training experience. Participants were also congratulated on successfully completing the first phase of the program and received guidance on professional mindset, workplace conduct, and how to represent GYUP positively as they transition into the internship phase.

7. Operational Challenges & Mitigation Strategies

Challenge

During the initial training phase, a major operational challenge was the distance of the designated Waste Management training site located along the Badagry Expressway. This posed significant commuting difficulties for participants, resulting in high transportation costs, fatigue, and concerns for their safety and well-being. These factors had the potential to affect attendance, engagement, and the overall impact of the program.
In response, NCIC explored alternatives by engaging multiple recycling facilities within Lagos, including Wecyclers at Ebute Metta and LAWMA at Ijora, as well as other recommended partners. However, findings from site assessments revealed key limitations:

- **Limited equipment variety:** Most facilities operated only baling machines, which could not provide the range of technical exposure required for GYUP's objectives.
- **Operational constraints:** Facilities were unwilling to pause production for training,limiting access to equipment and restricting dismantling/reassembly activities critical for hands-on learning.
- **Unsuitable learning environment:** Noise levels, limited seating, and restricted machine use time (e.g., 30 minutes at Wecyclers) made these facilities unsuitable for comprehensive technical sessions.

Resolution and Adjustments

To address these constraints, NCIC, in collaboration with the training vendor, adopted a revised delivery model to ensure participant safety, program impact, and quality of learning. The following solutions were implemented:

- **Blended Learning Structure:**
  - 3 weeks (6 classes) of Waste Management training were relocated to the NCIC office at Lagos Business School to provide a safer and more accessible venue for theoretical instruction.
  - 5 weeks of intensive hands-on training were scheduled at the trainer's facility along Badagry Expressway, ensuring participants still gained direct technical exposure to machinery and processes.
- **Budgetary Support:**
  To address the commuting and accessibility challenges faced by the waste management cohort, Oando Foundation approved additional support in the form of transportation and refreshments. Implementation is scheduled to commence from mid-September in line with the revised training timetable
- **Revised Timetable:**
  The Waste Management training timetable was updated to reflect the blended structure, balancing classroom-based learning with practical exposure.

Outcome

This solution is expected to reduce commuting stress, improve accessibility for participants, and safeguard the technical quality of the program. The updated approach is designed to balance rigorous technical training with participant well-being while maintaining overall program impact.

Challenge	Mitigation Strategy	Outcome/Status
Training venue (Waste Management) was far from town, raising safety and accessibility concerns.	Recommended partnership with a network partner who had a closer, fully equipped training facility.	Mitigation explored but due to equipment limitations in town, WM training is scheduled as hybrid (NCIC office & Badagry site)
High transportation costs affecting participant attendance and morale.	Provided transport stipends and explored alternative locations.	Support was approved; disbursements were increased to effectively support transportation fares of participants.
Limited hands-on exposure for certain clusters.	Organized technical practice sessions (e.g., solar installation, data interpretation, waste handling).	Boosted participant confidence and practical skills throughout the training sessions.

8. Baseline Assessment, Findings & Conclusion

Baseline Assessment

Ahead of program commencement, NCIC conducted a situational analysis of Nigeria's renewable energy and circular economy sectors to inform program design. This baseline review highlighted systemic gaps, opportunities for impact, and the critical skills needed to build a resilient green workforce.

Renewable Energy

Nigeria is Africa's most populous nation, yet energy poverty remains a persistent challenge. An estimated 85 million Nigerians (43% of the population) lack access to electricity, while millions more experience unreliable supply. The country has an estimated 427 GW solar potential and has committed under its Energy Transition Plan (ETP) to achieve net-zero emissions by 2060, with renewable energy at the center of this strategy.

Despite the opportunities, sector growth is slowed by:

- Inadequate funding and investment in large-scale renewable projects.
- Policy and regulatory uncertainties, especially around licensing, tariffs, and mini-grid development.
- Shortage of skilled technicians and engineers, particularly in rural communities where off- grid and mini-grid solutions are most needed.
- Outdated training curricula in many vocational institutions, which remain overly theoretical.

As a result, poor installations, high maintenance failures, and low consumer trust persist. The demand for competent technical roles is urgent, especially:

- Solar PV installers and maintenance technicians
- Mini-grid/off-grid energy technicians
- Power system engineers
- Energy auditors and efficiency specialists

Circular Economy (Waste Management)

Nigeria generates an estimated 32 million tonnes of solid waste annually, including 2.5 million tonnes of plastic waste, of which less than 10% is recycled. Urban centers like Lagos are overwhelmed by poor waste collection, limited recycling infrastructure, and rising environmental risks. The waste management industry could generate 250,000 jobs by 2025 if formalized and supported with technical skills development.

Key challenges observed include:

- Recycling facilities operating below capacity due to lack of skilled machine operators and technicians.
- Over-reliance on a single category of equipment (baling machines) with limited exposure to shredders, extruders, and pelletizers.
- Facilities unable to pause production for training, limiting practical, hands-on exposure for learners.
- Weak technical knowledge leading to equipment breakdowns, downtime, and poor output quality.

This reveals a structural training gap in machine operation, repair, and maintenance, which directly constrains sector productivity, investment attractiveness, and job creation.

Crosscutting Skills Gaps

Beyond sector-specific issues, the assessment identified broader systemic weaknesses:

- **Curriculum-industry misalignment:** Many training programs remain theoretical, failing to match the practical demands of employers.
- **Certification and quality standards:** Absence of widely recognized certifications reduces employability of graduates.
- **Inadequate infrastructure:** Training centers often lack access to modern tools, machinery, and demonstration equipment.
- **Soft and business skills gaps:** Young technicians often lack entrepreneurial skills, financial literacy, and business development knowledge needed to scale solutions.
- **Policy implementation gaps:** Although Nigeria has supportive policies on renewable energy and waste, weak enforcement and inconsistent funding reduce impact.

Study Findings

The baseline review underscored several critical insights:

- Nigeria's green economy is a key driver of inclusive growth, capable of absorbing youth into meaningful, sustainable jobs.
- Training local technicians is more cost-effective and sustainable than relying on foreign expertise.
- Hands-on, competency-based training is essential to bridge the theory-practice divide and ensure graduates are workforce-ready.
- Waste management and plastic recycling represent the largest near-term opportunities for workforce development, while renewable energy represents a long-term strategic pathway for economic transformation.

Baseline Conclusion

The assessment highlights both urgency and opportunity. Without intervention, Nigeria risks widening skills shortages, rising unemployment, and under-utilization of its green economy potential. By contrast, equipping Nigerian youth with industry-aligned technical and entrepreneurial skills will:

- Unlock large-scale job creation in renewable energy and waste management.
- Strengthen local supply chains, reduce foreign labor dependence, and enhance sustainability.
- Boost investor confidence and accelerate Nigeria's transition to a green, inclusive economy.

This baseline evidence validates the programmatic focus on renewable energy and waste management, and reinforces the need for hands-on, technical, and business-oriented training, the very approach being implemented under GYUP.

9. Monitoring and Evaluation Dashboard

9.1 Attendance & Participation

Attendance remained strong throughout the program. Renewable Energy had an average attendance rate of around 75–80%, while Waste Management averaged slightly higher at about 87–93%. Although a few participants struggled with transportation and logistics in some weeks, most of them maintained consistent participation.

Minor absences were largely due to transportation challenges or personal constraints. Despite these occasional gaps, overall engagement was high: participants actively asked questions, supported peers, and demonstrated strong dedication to completing all training modules. This level of participation reflects genuine interest and commitment to acquiring both technical and professional competencies.

9.2 Skill Improvement and Learning Progress

Renewable Energy Track: Participants began with foundational knowledge of solar systems but progressed to designing and installing complete solar systems, connecting inverters and batteries, troubleshooting faults, and preparing system proposals with cost estimates. Assessments conducted by technical trainers confirmed significant improvement in both theoretical understanding and practical skills, with many participants capable of performing installations with minimal supervision. Trainers noted that several participants had already reached a level of proficiency suitable for commercial support in real installations.

Waste Management Track: Trainees advanced from theoretical awareness to practical operation of recycling equipment, including shredders, crushers, balers, and sorting machines. They gained experience in factory workflows, safety checks, equipment handling, material preparation, and troubleshooting. By the end of the training, participants demonstrated readiness to operate in real-world environments such as material recovery facilities, collection hubs, and recycling plants. Trainer highlighted that many participants now approached tasks with the mindset of operators and process supervisors rather than trainees.

9.3 Engagement, Learning Behaviors and Mindset

Participants displayed high enthusiasm and proactive engagement across all sessions. Key behavioral observations include:

- **Participation:** Frequent questioning, peer support, and active involvement in practical exercises.
- **Commitment:** Majority arrived early and stayed beyond scheduled hours to practice and support peers.
- **Confidence Growth:** Notable increase in self-confidence, particularly among female participants, who demonstrated competence in handling technical tasks.
- **Teamwork:** Increasingly effective collaboration in group exercises, problem-solving, and simulation of workplace challenges.
- **Learning Mindset:** Participants began connecting theory with practical applications, sharing solutions, discussing real-world scenarios, and preparing for workplace expectations.

Trainers consistently observed a shift from a “classroom learner mindset” to a “workplace readiness mindset,” with participants showing professionalism, initiative, and preparedness for the internship phase.

9.4 Gender Inclusion

Female participants were actively engaged in technical practicals, including solar installations and machine operations, and assumed leadership roles in group exercises. Trainers specifically highlighted their confidence, ability to explain technical concepts, and readiness to handle complex tasks. These observations underscore the importance of creating inclusive, supportive environments where women can thrive in technical and leadership roles within renewable energy and waste management sectors.

9.5 Overall Status at the End of Training

- **Completion Rate:** 100% of participants successfully completed the program (25/25).
- **Certification Status:** All participants certified in both technical and business development modules.
- **Readiness for Internship:** All participants cleared for the internship phase and prepared for real-

world application of skills.

- **Trainer Ratings:** Participants were rated as good to excellent across technical competence, professionalism, and engagement.
- **Gender Performance:** Female participants demonstrated strong learning outcomes, leadership, and active engagement.
- **Transition Status:** Participants successfully transitioned to the internship phase, with clear expectations and readiness for workplace integration.

9.6 Key Takeaways

- Participants progressed from foundational knowledge to practical application, demonstrating technical competence, confidence, and workplace readiness.
- Hands-on exercises, factory simulations, and real installation tasks significantly enhanced skill levels.
- Trainers reported that many participants are employable immediately or capable of supporting real installations.
- Participants are well-prepared to continue learning and applying skills during the internship phase, positioning them for success in future employment or professional development opportunities.

10. Internship Phase and Next Steps

Following the successful completion of the 12-week technical and business training, all active participants have transitioned into the internship phase. The internship officially started on Monday, 10th November 2025, and will run until 31st January 2026 (3 months). The purpose is to allow participants to apply their skills in real industry settings, gain work experience, and increase their chances of employment or business startup.

10.1 Internship Placements Partners

Participants have been matched with host organisations across the Renewable Energy (RE) and Waste Management (WM) sectors based on their track, strengths, and area of interest.

Sector	Host Companies
Renewable Energy	Quadloop, MadeCore Solar, Solar Spark
Waste Management	Trashusers Services, Ecovirids, Zyntomax Ventures, Street Waste, SWEEP Foundation, PAKAM, Wecyclers

These organisations were selected because they are active players in Nigeria's green economy and offer practical work environments, access to real tools, and opportunities for career progression.

10.2 Pre-Internship Preparation

To ensure a seamless transition from training to practical work experience, NCIC conducted virtual sensitization and alignment session with the Host Companies and a physical session with the program participants. These sessions aimed to align expectations, clarify roles, and prepare all stakeholders for a productive internship phase.

Host Company Session

The session with Host Companies focused on their role in supporting interns and ensuring effective mentorship and supervision. Key areas covered included:

- **Roles and Responsibilities**: Outlining the expectations of host organizations in training, mentoring, and supervising interns to maximize learning outcomes.
- **Clarifying Expectations**: Defining work tasks, reporting structures, safety protocols, and professional standards required during the internship.
- **Sample Internship Goals and Performance Indicators**: Providing guidance on measurable learning objectives, performance targets, and criteria for evaluating intern progress.
- **Feedback Mechanisms**: Explaining processes for providing structured feedback to NCIC and the Foundation to ensure continuous monitoring and support.

Participant Session

A dedicated session was also conducted with participants to prepare them for professional environments and workplace integration. Topics covered included:

- **Workplace Etiquette and Professional Conduct**: Training on appropriate behavior, dress code, punctuality, communication, and adherence to corporate norms in both office and field settings.
- **Time Management and Reporting**: Guidance on managing tasks efficiently, meeting deadlines, documenting work, and submitting structured reports.
- **Learning Outcomes and Documentation**: Clear explanation of expected internship goals, how to track progress, and methods for reflecting on experiences for personal and professional growth.
- **Professional Mindset and Soft Skills**: Emphasis on attitude, teamwork, accountability, adaptability, and growth mindset to ensure interns contribute positively to host organizations while maximizing their learning experience.

These preparatory sessions were critical in equipping both host companies and participants with the knowledge, expectations, and tools required for a successful internship phase, ensuring that learning from the technical and business development training translates effectively into real-world practice.

10.3 Internship Phase Objectives

The internship phase is designed to provide participants with structured, real-world experience that bridges the gap between technical training and professional practice. The objectives include:

1. **Application of Technical Skills**
   Participants will have the opportunity to apply the technical competencies acquired during training in practical, workplace settings. This includes:
   - Installing and maintaining solar energy systems, including panel assembly, inverter and battery connections, and troubleshooting faults
   - Operating, maintaining, and monitoring waste management equipment, such as shredders, crushers, and sorting machinery
   - Conducting field-level troubleshooting, data interpretation, and quality assurance checks
   - Implementing safety protocols while handling equipment, tools, and hazardous materials
2. **Development of Professional Workplace Behavior**
   The internship aims to cultivate workplace professionalism, equipping participants with skills essential for career success. Key areas include:
   - **Punctuality and Time Management**: Meeting deadlines and managing multiple tasks efficiently
   - **Communication**: Interacting effectively with supervisors, colleagues, and clients through written and verbal channels
   - **Teamwork and Collaboration**: Contributing positively to group projects and coordinating with diverse teams
   - **Reporting and Documentation**: Maintaining accurate records of work performed and presenting findings clearly

- **Workplace Safety and Compliance**: Adhering to safety standards, regulatory guidelines, and organizational policies

3. **Exposure to Real Business Operations**
   Participants will gain insight into how businesses operate in practice, including:
   - Understanding workflow management, logistics, and operational planning
   - Engaging with clients and customers to understand service delivery and satisfaction
   - Participating in quality control processes, monitoring performance metrics, and identifying areas for improvement
4. **Networking and Mentorship**
   The internship provides opportunities to build relationships with industry mentors, supervisors, and potential employers. Participants are encouraged to:
   - Seek guidance on career development, technical problem-solving, and professional growth
   - Develop a professional network that may support future employment, collaborations, or business ventures
5. **Exploration of Career and Entrepreneurial Opportunities**
   Beyond gaining practical experience, the internship allows participants to explore pathways for their future careers. This includes:
   - Identifying potential employment opportunities within host companies or the wider industry
   - Exploring entrepreneurship possibilities, such as launching green startups or providing services in renewable energy or waste management
   - Understanding the process of startup incubation, funding avenues, and business model development for early-stage ventures

Through these objectives, the internship phase is designed to consolidate technical learning, foster professional growth, and prepare participants to transition confidently into employment, entrepreneurship, or further training opportunities in the green economy.

10.4 Monitoring & Support during Internship

To ensure effective learning, accountability, and alignment with program objectives, a structured monitoring and evaluation system has been implemented throughout the internship phase. This process will enable us to closely track participant progress, document workplace performance, capture feedback from host organizations, and provide timely support where needed.

Monitoring Activity	Description	Frequency
Intern Attendance & Weekly Activity Tracker	Host companies will submit weekly records showing attendance, assigned tasks, equipment handled, challenges observed, and progress.	Weekly
Host Supervisor Feedback	Host companies will provide structured performance feedback using the internship evaluation template covering technical competence, professionalism, communication, teamwork, and work ethic.	Monthly
Check-In Calls/Visits	Check-in calls and periodic site visits will be conducted to monitor intern engagement, address challenges, and ensure host companies are providing meaningful learning experiences.	Every two weeks

Monthly Internship Performance Report	NCIC will consolidate attendance records, host feedback, and participant reflections into a monthly progress report to track overall performance and identify support needs.	Monthly
Final Internship Evaluation and Transition Report	At the end of the internship, assessment of participants' overall technical growth, professional readiness, and career pathways, and document recommendations for transition into jobs, entrepreneurship, or further support.	End of program

This structured monitoring approach is designed to ensure that interns receive hands-on exposure, gain measurable experience, and are adequately prepared for future employment or entrepreneurial opportunities within the green economy.

10.5 Expected Outcomes

By the end of the internship phase, participants are expected to demonstrate meaningful progress in both technical and career readiness areas. Specifically, they should:

- Gain practical, real-industry experience through active engagement in projects, field operations, and day-to-day business activities within green-focused enterprises, allowing them to apply their classroom knowledge in real work environments.
- Demonstrate technical competence by successfully handling assigned tasks, using relevant tools, technologies, and equipment, and showing improved problem-solving, innovation, and workplace adaptability specific to their area of specialization.
- Build professional networks and mentor relationships within the host organizations, gaining access to sector insights, career guidance, and potential long-term professional support from industry practitioners.
- Improve employability and entrepreneurial readiness by developing work ethics, communication, teamwork, time management, and business exposure, positioning them for employment, contract opportunities, or launching their own green startups.
- Document personal growth and impact stories, capturing real-life experiences, successes, challenges, solutions, and learning outcomes to support GYUP's documentation, communications, reporting, and donor engagement.

10.6 Grant Award Criteria

At the end of the internship phase, 10 outstanding participants will receive financial grant awards in recognition of their exceptional performance, discipline, and professional conduct throughout the programme. The selection process will follow a structured, transparent, and evidence-based approach, guided by the steps outlined below:

- **Development of Selection Criteria**
  Clear and measurable indicators will be established to assess participant performance, including attendance, engagement, task completion, innovation, leadership, teamwork, and overall impact. These criteria will be validated and aligned with Oando Foundation to ensure programme-wide consistency.
- **Collection of Participant Performance Data**
  Attendance records, assessment scores, task submissions, participation logs, and documented reports from facilitators, trainers, and internship supervisors will be compiled and reviewed as core evidence of participant performance.
- **Field Assessments and Observations**

Site visits will be conducted to observe the practical application of skills at internship placements. Participants will be evaluated on conduct, professionalism, initiative, and consistency.

- **Review of Project Outputs**
  All individual and group assignments, business proposals, environmental initiatives, and innovation projects—particularly those developed during the business development sessions—will be assessed and scored based on quality, relevance, creativity, and potential impact.
- **Facilitator and Mentor Evaluations**
  Structured feedback will be collected from mentors, trainers, and supervisors who directly engaged with the participants. Standardized scoring tools will be used to maintain fairness and objectivity.
- **Interviews with Shortlisted Participants (Optional)**
  Short interviews may be conducted to further understand participants' learning journeys, personal growth, and aspirations. Communication skills, confidence, clarity of goals, and comprehension of programme content will be considered.
- **Scoring and Ranking**
  Scores from all assessment areas—including attendance, academic performance, project outputs, mentor evaluations, and field assessments—will be consolidated and ranked using consistent scoring guidelines to prevent bias.
- **Moderation and Verification**
  The project team will review and validate all compiled scores and rankings to ensure accuracy, consistency, and fairness across the selection process.
- **Final Selection of Top 10**
  The final list of grant award recipients will be approved based on verified scores. Justifications for each selected participant will be documented for future reference or audit purposes.
- **Recognition and Documentation**
  Short profiles will be developed for the top 10 participants, highlighting their achievements and contributions throughout the programme. Certificates, awards, or other planned incentives will be prepared accordingly.

Those selected will receive monetary grants to support their transition into employment, early-stage entrepreneurship, or further technical advancement.

10.7 Media and Documentation Plans

A dedicated media crew has been documenting the program from its launch, capturing key moments, participant activities, and program milestones. During the internship phase, they will visit select host organization sites to conduct interviews, record on-site activities, and capture final impact footage. Documentation will include:

- **On-site visuals** – interns performing technical tasks such as solar installations, waste sorting, maintenance, equipment handling, and customer interactions.
- **Testimonial stories** – personal reflections from interns on their learning journey, challenges overcome, professional growth, and how the internship has shaped their career aspirations.
- **Video snippets** – short clips highlighting real field experience, teamwork, troubleshooting, supervision moments, and interactions with industry professionals.
- **Host company feedback features** – brief commentary from supervisors emphasizing participant competence, professionalism, and overall contribution to workplace operations.

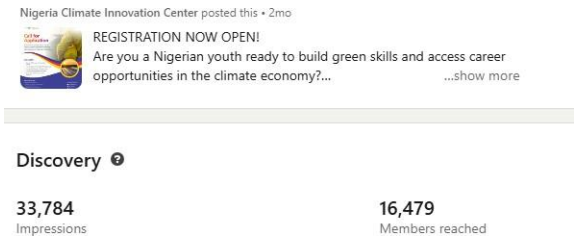
These materials will be used in the **final program documentary**, impact storytelling, grant award profiling, and stakeholder presentations—particularly for the Oando Foundation, industry partners, and

future recruitment or funding initiatives. The media crew's ongoing documentation ensures a comprehensive record of the program from launch to internship completion.

11. Appendix

Appendix A – Call for Application Evidence

Screenshots of LinkedIn Analytics/insights data (impressions & reach)



Appendix B – Renewable Energy (RE) Training Schedule

Renewable Energy Training Complete Timetable

Week	Session	Topic / Module	Lecture Focus	Practical / Classroom Activities	Date	Time	Virtual/ Physical
Week 1	Session 1	General Introduction to Solar Energy/Important of the Trainging	Introduction to solar energy and global relevance	Group discussion on energy sources and sustainability	19-Aug	10:00 - 3:00pm	Physical
	Session 2	Importance of the Training & FAQs	Career pathways, goals of the training, addressing key questions	Safety gear demo	21-Aug	10:00 - 3:00pm	Physical
Week 2	Session 3	Safety Measures and Basic Tools	Personal and equipment safety in solar installations	Safety gear demo + Identify basic tools	21-Aug	10:00 - 3:00pm	Physical
	Session 4	Safety Measures and Basic Tools (cont'd)	Maintenance and handling of tools	Hands-on with tools: wrench, tester, cutter, etc.	26-Aug	10:00 - 3:00pm	Physical
Week 3	Session 5	Photovoltaic System (PV)	Understanding solar panels and how PV works	Identifying components of PV module	28-Aug	10:00 - 3:00pm	Physical
	Session 6	Photovoltaic System (PV) (cont'd)	Types of PV panels, efficiency, and orientation	Hands on with battery	02-Sept	10:00 - 3:00pm	Physical
Week 4	Session 7	Battery (Energy Storage) System	Battery types, charging cycles, DoD, and maintenance	Hands-on demo: battery connection and inspection	04-Sept	10:00 - 3:00pm	Physical
	Session 8	Battery System (cont'd)	Battery sizing and safety	Practical/ Inverter demo	09-Sept	10:00 - 3:00pm	Physical
Week 5	Session 9	Inverter System & Charge Controller	Inverter types, functions & controller overview	Connecting inverters and controllers in demo setup	11-Sept	10:00 - 3:00pm	Physical
	Session 10	Inverter & Controller (cont'd)	Inverter sizing and settings	Site assessment case study + roleplay	16-Sept	10:00 - 3:00pm	Physical
Week 6	Session 11	Field Trip 1	Visit to a solar energy site	Site Survery	18-Sept	10:00 - 3:00pm	Physical
	Session 12	Energy Audit / Site Assessment	Purpose of energy audit, site readiness	Simulated audit of classroom or hub	23-Sept	10:00 - 3:00pm	Physical
Week 7	Session 13	Energy Audit / Site Assessment (cont'd)	Load estimation, shadow analysis, energy needs	Practicals	25-Sept	10:00 - 3:00pm	Physical
	Session 14	Basic System Design	How to design a solar system (PV + battery + inverter)	Maintance/Troubleshooting	30-Sept	10:00 - 3:00pm	Virtual
Week 8	Session 15	Basic System Design (cont'd)	System configuration and optimization	Group design presentations	02-Oct	10:00 - 3:00pm	Physical
	Session 16	Field Trip 2	Visit to an off- grid or hybrid system installation	Pratical session	07-Oct	10:00 - 3:00pm	Physical
Week 9	Session 17	Procurement Planning	How to source quality solar components	Pratical session	09-Oct	10:00 - 3:00pm	Physical
	Session 18	Procurement Planning (cont'd)	Logistics, warranty, and quality checks	Pratical session	14-Oct	10:00 - 3:00pm	Physical
Week 10	Session 19	Deployment Planning	Site readiness, installation sequence	Pratical session	16-Oct	10:00 - 3:00pm	Physical
	Session 20	Deployment Planning (cont'd)	Installation timelines, risk planning	Pratical session	21-Oct	10:00 - 3:00pm	Physical
Week 11	Session 21	Project Work (Team-Based)	Begin end-to- end solar design project	Project brainstorming and role assignments	23-Oct	10:00 - 3:00pm	Physical
	Session 22	Field Trip 3 / Project Implementation Review	Review of solar site + team check-in on project	Field project feedback + mid- pitch	28-Oct	10:00 - 3:00pm	Physical
Week 12	Session 23	Project Presentation	Team presentation of solar design/project	Peer and instructor feedback	30-Oct	10:00 - 2:00pm	Virtual
	Session 24	Final Exam	Evaluation of knowledge and skills gained	Written and/or practical exam	04-Nov	10:00 - 2:00pm	Virtual

Appendix C – Waste Management (WM) Training Schedule

Waste Management Training Complete Timetable						
Week	Lecture/ Activity	Topic/ Focus Area	Details	Date	Time	Virtual/ Physical
Week 1	Lecture 1	Safety Orientation	LOTO, PPE, Hazard Identification, Workshop Safety, Basic Hand Tools	19-Aug	10:00 - 2:00pm	Physical
	Lecture 2	Intro to Recycling	Recycling Processes, Machinery Overview	21-Aug	10:00 - 2:00pm	Physical
	Activities	Safety & Tools	Safety Drills, Tool Identification, Site Walkthrough			
Week 2	Lecture 3	Mechanical Transmission	Belts, Chains, Gears	26-Aug	10:00 - 2:00pm	Physical
	Lecture 4	Bearings & Lubrication	Bearing Types, Installation/Removal, Seals, Lubrication Principles	28-Aug	10:00 - 2:00pm	Physical
	Activities	Mechanical Practice	Bearing Labs, Lubrication Practical, Belt/Chain Tensioning			
Week 3	Lecture 5	Basic Electrical Concepts	AC/DC, Meters, Motor Types, Starters, Sensors	02-Sept	10:00 - 2:00pm	Virtual
	Lecture 6	Hydraulics & Pneumatics	Pumps, Valves, Cylinders, Compressors, Actuators	04-Sept	10:00 - 2:00pm	Virtual
	Activities	Electrical & Fluid Power	Electrical Labs, Circuit Building, Troubleshooting			
Week 4	Lecture 7	Conveyor Types & Components	Belt, Roller, Vibratory, Bearings, Idlers, Safety Devices	09-Sept	10:00 - 2:00pm	Virtual
	Lecture 8	Conveyor Maintenance	Installation, PM Routines, Common Failures	11-Sept	10:00 - 2:00pm	Virtual
	Activities	Conveyor Systems	Alignment, Tracking, Bearing Replacement, Tension Adjustment			
Week 5	Lecture 9	Shredders & Grinders	Shaft Types, Cutting Tools, Drive Systems	16-Sept	10:00 - 2:00pm	Physical
	Lecture 10	Shredder Maintenance	Safety Systems, Vibration Analysis, Sharpening, PM	18-Sept	10:00 - 2:00pm	Physical
	Activities	Shredder Hands-on	Knife Removal, Gap Setting, Lubrication, Bearing Checks			
Week 6	Lecture 11	Sortation Systems Intro	Optical, Magnetic, Eddy Current, Air Systems	23-Sept	10:00 - 2:00pm	Virtual
	Lecture 12	Sensor Calibration & Maintenance	Calibration, Alignment, Cleaning, Diagnostics	25-Sept	10:00 - 2:00pm	Virtual
	Activities	Sortation Hands-on	Calibration, Sensor Testing/Replacement, Ejector Setup			
Week 7	Lecture 13	Hydraulic Systems Deep Dive	Pumps, Valves, Cylinders, Accumulators	30-Sept	10:00 - 2:00pm	Physical
	Lecture 14	Baler Systems	Ram, Chamber, Wire Tying, Pressure Settings	02-Oct	10:00 - 2:00pm	Physical
	Activities	Baler Hands-on	Component ID, Seal Inspection, Cycle Adjustment			
Week 8	Lecture 15	Preventative Maintenance	PM Scheduling, Vibration Monitoring	07-Oct	10:00 - 2:00pm	Virtual
	Lecture 16	Lubrication Management	Thermography, Oil Analysis, Work Order Systems	09-Oct	10:00 - 2:00pm	Virtual
	Activities	PM Labs	PM Checklist Creation, Simulated PMs, Lubrication Route			
Week 9	Lecture 17	Pre-Installation Planning	Site Prep, Foundations, Utilities	14-Oct	10:00 - 2:00pm	Physical
	Lecture 18	Rigging & Manuals	Lifting Safety, Manual Reading, P&IDs	16-Oct	10:00 - 2:00pm	Physical
	Activities	Installation Planning	Rigging Simulations, Case Studies, Layout Planning			
Week 10	Lecture 19 & 20	Alignment & Commissioning	Laser Alignment, Belt/Coupling Alignment, Calibration, Hookups	21-Oct	10:00 - 2:00pm	Physical
	Activities	Final Setup Labs	Alignment Labs, Final Machine Calibration			
Week 11	Lecture 21	Troubleshooting Methods	RCA, Systematic Troubleshooting	28-Oct	10:00 - 2:00pm	Physical
	Lecture 22	Diagnostics & Schematics	Electrical & PLC Troubleshooting, Schematic Reading	30-Oct	10:00 - 2:00pm	Physical
	Activities	Advanced Troubleshooting	Fault Simulations, RCA Workshops, Circuit Analysis			
Week 12	Lecture 23 & 24	Final Assessment	Practical & Written Exams, Program Review	04-Nov	10:00 - 2:00pm	Physical
	Activities	Certification & Closure	Skills Assessment, Feedback, Certification Ceremony			

Appendix D – Business Development (BD) Training Schedule

Business Development Training Complete Timetable						
S/N	Module Title	Objective	What You'll Learn & Why It Matters	Date	Time	Virtual/ Physical
1	Kickstarting Your Green Founder Journey	Introduce participants to the green economy, founder mindset, and program expectations.	You're not just an intern, you're a future founder. We unpack what it means to build a purpose-driven, climate-resilient business in Africa.	25-Aug	10:00 - 12:00pm	Physical
2	Business Models That Work in the Green Space	Help participants build a viable and scalable business model using the BMC.	Use the Business Model Canvas to define your target customer, solution, revenue model, and key partners.	08-Sept	10:00 - 12:00pm	Virtual
3	Building a Brand That Speaks Sustainability	Teach branding fundamentals to help participants create compelling and consistent brand identities.	Develop a green brand that resonates—logo, tagline, values, and storytelling that builds trust.	22-Sept	10:00 - 2:00pm	Virtual
	Marketing in the Digital Age (On a Budget)	Train on affordable marketing tools and strategies for customer outreach.	Explore how to use Instagram, WhatsApp, Canva, and other tools to promote your green business without breaking the bank.			
4	Understanding Your Costs & Profit Margins	Introduce cost structures, pricing strategies, and profitability basics.	Know how to calculate expenses, set prices smartly, and avoid running your business at a loss.	06-Oct	10:00 - 2:00pm	Virtual
	Cash Flow, Budgeting & Bookkeeping Basics	Teach core financial management practices for green SMEs.	Learn to track income and expenses, create simple budgets, and keep clean records that build investor confidence.			
5	How to Find and Win Funding for Your Business	Prepare participants to identify, apply for, and secure grants and investments.	Discover funding sources (local and international) and how to write proposals that get noticed and funded.	20-Oct	10:00 - 12:00pm	Virtual
6	Legal Tools for Starting Right	Build awareness of legal, regulatory, and tax compliance for startups in Nigeria.	Learn how to register your business, get permits, and stay compliant with laws related to waste, energy, and environment.	03-Nov	10:00 - 12:00pm	Physical

Appendix E – Media Visits Schedule

Date	Activity	Location	Objective	Notes
25th Aug	Media Coverage of Training Session & Participant Interview Session	NCIC Office	Showcase hands-on participant training and highlight program impact & Capture participant experience/testimonies	Media team to shadow process & Interviews scheduled after class
16th Sep	Media Coverage of Training Session	Renewable Energy	Showcase hands-on participant training and highlight program impact	Media team to shadow process
18th Sep	Media Coverage of Training Session	Waste Management Session	Showcase hands-on participant training and highlight program impact	Media team to shadow process
30th Sep	Media Coverage of Training Session & Participant Interview Session	Waste Management	Showcase hands-on participant training and highlight program impact & Capture participant experience/testimonies	Media team to shadow process & Interviews scheduled after class
2nd Oct	Media Coverage of Training Session & Participant Interview Session	Renewable Energy Session	Showcase hands-on participant training and highlight program impact & Capture participant experience/testimonies	Media team to shadow process & Interviews scheduled after class
14th Oct	Media Coverage of Training Session & Participant Interview Session	Waste Management Session	Showcase hands-on participant training and highlight program impact & Capture participant	Media team to shadow process & Interviews scheduled

Appendix F: Online Evidence Repository

A Google Drive folder containing detailed attendance records, classroom pictures, and additional supporting evidence has been shared with Oando Foundation.

Access link: https://bit.ly/4nxz6Of