

Kano State Government Basic Education Teachers Mapping and Recruitment Plan

Year

2025-2028

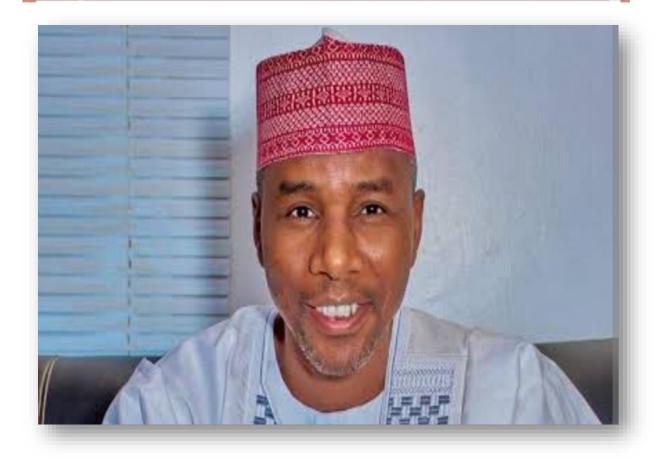
DECLARATION OF STATE OF EMERGENCY ON EDUCATION IN KANO STATE

BENEFITS

- * Renovation/Building of Schools and Classrooms
- * Provision of instructional materials
- * Increase in pupils/students enrollment
- * Increase in number and quality of
- school/college/university graduates
- * Equality in access to education for all
- * Qualitative education
- * Sustainable growth and development in Kano State



His Excellency Engr. Abba Kabir Yusuf (Abba Gida-Gida) Executive Governor of Kano State



Hon. Dr. Gwani Ali H. Abubakar Makoda

Commissioner of Education, Kano State

FORWARD

The Ministry of Education Kano State, is committed to strengthening the foundation of its basic education, to ensure quality learning outcomes for all children. A key aspect of this commitment is addressing the problems of teacher shortage that have been identified through data-driven analysis.

The recently concluded Annual School Census 2023/2024 has provided clear insights into the current teacher gaps within the basic education sector, necessitating for an urgent need of recruitment, for a better teacher system, teaching quality and learning efficiency.

According to the Census report, Kano State faces measure shortfall of qualified teachers across its primary and junior secondary schools, with thousands of teaching positions currently unfilled.

The report further projects that, if the current trend is not urgently addressed, the teacherpupil ratio will continue to widen, which will negatively impact the states learning outcomes. However, strategic recruitment and deployment of teachers can reverse this trend, so that children of school age, can receive the much-needed attention and instruction necessary for academic success.

To address these pressing issues, the Ministry has developed a four-year projection plan (2024-2028) targeting progressive attempts to bridge the existing teacher gap in line with enrolment trends and policy reforms in the state as follows,

Year 1 (2024/2025): An immediate recruitment of at least 4,891 teachers is required to stabilize the current shortfall and improve teacher-pupil ratios in the most affected areas.

Year 2 (2025/2026): An additional 3,917 teachers will be needed to meet projected enrolment increases and mitigate attrition.

Year 3 (2026/2027): A further 3,155 teachers will be recruited to sustain and consolidate the progress made, making sure of a sustainable system for quality education delivery.

Year 4 (2027/2028): For this period a total of 2,529 teachers will be recruited to further sustain a consolidated mapping on the progress made so far.

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The Ministry is therefore extending an invitation to its esteemed support partners, soliciting for a collaboration in actualizing this plan. The recruitment of qualified and well-

trained teachers is not just an investment in the basic education sector but a strategic intervention to the socioeconomic development of the State.

Bashir Baffa Muhammad. Permanent Secretary Ministry of Education, Kano State. Introduction and Context

1.A Introduction

Education is the cornerstone of societal development, and at its foundation lies basic education—a fundamental right that shapes the future of individuals, communities, and nations. Recognising the pivotal role of well-trained and sufficient manpower in delivering quality education, this Basic Education Manpower Plan has been developed as an integral part of the ongoing reforms within the basic education sub-sector in the state. The plan reflects the state's unwavering commitment to strengthening its education workforce, addressing critical challenges, and achieving the overarching goals of equity, quality, and inclusiveness in basic education.

The current reform initiative is anchored on the pressing need to address manpower gaps and inefficiencies that have long hindered optimal service delivery within the sub-sector. These reforms emphasise data-driven strategies, innovative approaches, and sustainable solutions aimed at enhancing the capacity, motivation, and performance of teachers, administrators, and other education personnel. By systematically planning and managing human resources in basic education, this document seeks to empower the sector to meet current and future demands effectively.

This manpower plan is a blueprint for action designed to align with broader state and national education policies. It outlines a roadmap for recruiting, deploying, and retaining qualified education personnel who will drive the delivery of quality education to every learner in the state. The plan also seeks to ensure the equitable distribution of resources and personnel, particularly in underserved and marginalised areas, thereby fostering inclusive growth.

The document is organized into four key sections to ensure clarity and comprehensiveness:

- 1. **Introduction:** This section provides an overview of the state's basic education manpower plan. It establishes the rationale for the manpower plan as a strategic response to identified gaps in human resource management. It provides context on the state's basic education and the document's structure.
- 2. Current Staffing Numbers and Staffing Levels: This section presents the findings of a detailed assessment conducted to determine the current and

projected manpower requirements in the sector. A detailed manpower assessment is contained in Annex 1.

- 3. **Staffing Gaps and Skills Requirements:** This section provides an analysis of teacher-student ratios, subject-specific needs, and geographical disparities. It covers key areas such as recruitment, capacity building, professional development, deployment, and retention of personnel.
- 4. **Planned Recruitment**: This section details the strategies and action steps for achieving the objectives of the plan. It also discusses strategies for mobilizing resources—both financial and non-financial—to support the implementation of the plan.

By systematically addressing manpower planning within the basic education sub-sector, this document lays a strong foundation for realizing the state's vision of a robust, inclusive, and high-performing education system. The collaboration and commitment of stakeholders at all levels will be critical to the success of this plan and, ultimately, to the transformation of basic education in the state.

1. B Context of Basic Education in the State

In Kano State, the context of basic education involves significant challenges, including high numbers of out-of-school children, inadequate funding, poor infrastructure, and inadequate training of teachers, despite government efforts to implement universal basic education.

Challenges:

- **High Number of Out-of-School Children:** Kano State has a large number of children not enrolled in school, with some reports indicating that Kano has the highest number of out-of-school children in Nigeria.
- **Poor Infrastructure:** Lack of basic infrastructure, such as classrooms, learning materials, and adequate facilities, hinders the quality of education.
- **Inadequate Training of Teachers:** Insufficient numbers of trained and competent teachers, coupled with poor teacher welfare, contribute to the challenges in delivering quality education.

Government Initiatives and Efforts:

- Universal Basic Education (UBE): The achievement of Universal Basic Education (UBE) is a high priority, as outlined in the Federal Universal Basic Education Act and the Kano State UBE Board law.
- **Free and Compulsory Education:** Kano State has implemented a law mandating free and compulsory universal basic education up to secondary school level.
- **Declaration of State of Emergency on Education:** The objective of declaring state of emergency on education is encapsulated in our overall vision for the education delivery in the State as articulated in the following vision statement:

- ✓ Every School, a good school;
- ✓ Every Child, enrolled in school;
- ✓ Every Student, an engaged learner;
- ✓ Every Teacher, a caring educator;
- ✓ Every Parent, a supportive partner; and
- ✓ Your government, a committed investor in Human Capital Development.
- Education Emergency Recovery Plan: A conference was designed to bring together stakeholders to identify gaps in Kano's education sector and develop a roadmap to address them.
- **Annual School Enrolment Campaign:** The state has conducted a massive school enrolment drive and distributed instructional materials to schools.

Key Issues and Recommendations:

- **Quality Education:** Efforts to improve the quality of education are crucial, focusing on factors like teacher-pupil ratio, student academic achievement, and completion rates.
- **Funding and Management:** Adequate funding and judicious management of funds are essential to ensure the provision of essential teaching and learning facilities.
- **Teacher Welfare and Training:** Investing in the welfare and training of teachers is vital for improving the quality of education.
- **Infrastructure Development:** Addressing the infrastructure gap, including providing adequate classrooms and learning materials, is crucial.
- Addressing the Needs of Girls: Focusing on the specific needs of girls, including addressing issues of access and completion, is essential.

1. Current Student Numbers and Staffing Levels

		Number of Primary	YEAR 2025					
SN	Local Government	and Junior Seconadry Schools	Total Number of Students	Number of Teachers				
	AJINGI	124	55,743	723				
	ALBASU	143	83,952	1,025				
	BAGWAI	104	69,816	643				
	BEBEJI	148	74,496	1,003				
	BICHI	206	127,366	1,253				
	BUNKURE	184	123,626	1,099				
	DALA	318	137,079	2,322				
	DAMBATTA	201	92,811	1,272				
	DAWAKIN KUDU	200	115,721	1,348				
	DAWAKIN TOFA	125	86,473	755				
	DOGUWA	246						
	FAGGE	154	127,437 87,953	1,594 1,086				
	GABASAWA	134	104,196	1,086				
	GARKO	176	64,796	873				
		131		706				
	GARUN MALAM		77,802					
	GAYA	190	107,760	1,284				
	GEZAWA	208	122,790	1,391				
	GHARI	154	86,100	923				
	GWALE	344	185,667	2,611				
	GWARZO	229	117,840	1,554				
	КАВО	247	142,685	1,635				
	KANO MUNICIPAL	219	79,767	1,812				
	KARAYE	173	80,713	1,120				
	KIBIYA	120	53,816	734				
25	KIRU	195	99,117	1,215				
	KUMBOTSO	240	177,960	1,883				
27	KURA	141	117,173	958				
28	MADOBI	195	96,966	1,227				
29	MAKODA	98	59,875	759				
30	MINJIBIR	214	128,021	1,261				
31	NASSARAWA	310	165,974	2,184				
32	RANO	156	96,547	1,054				
33	RIMIN GADO	132	71,854	924				
34	ROGO	231	135,788	1,515				
35	SHANONO	177	88,962	1,189				
36	SUMAILA	123	79,956	764				
	ΤΑΚΑΙ	195	106,378	1,105				
38	TARAUNI	211	99,798	1,694				
	TOFA	147	113,408	956				
	TSANYAWA	206	143,062	1,238				
	TUDUN WADA	244	123,774	1,645				
	UNGOGO	311	245,676	2,220				
	WARAWA	193	94,867	1,193				
	WUDIL	165	87,511	1,152				
	TOTAL	8,338	4,739,072	56,058				

2. Staffing Gaps and Skills Requirements

3.A Current Staffing Gaps

		Number of											
SN	Local Government	Primary and Junior Seconadry Schools	Total Number of Students	Number of Teachers	Student Teacher Ratio	Net Teachers needed to be recruited	Net Planned Recruitment						
1	AJINGI	124	55,743	723	77	208	42						
2	ALBASU	143	83,952	1,025	82	374	75						
3	BAGWAI	104	69,816	643	109	523	105						
4	BEBEJI	148	74,496	1,003	74	237	47						
5	BICHI	206	127,366	1,253	102	867	173						
6	BUNKURE	184	123,626	1,099	112	961	192						
7	DALA	318	137,079	2,322	59	- 43	55						
8	DAMBATTA	201	92,811	1,272	73	271	54						
9	DAWAKIN KUDU	200	115,721	1,348	86	577	115						
10	DAWAKIN TOFA	125	86,473	755	115	682	136						
11	DOGUWA	246	127,437	1,594	80	536	107						
12	FAGGE	154	87,953	1,086	81	377	75						
13	GABASAWA	176	104,196	1,157	90	588	118						
14	GARKO	131	64,796	873	74	204	41						
15	GARUN MALAM	110	77,802	706	110	593	119						
16	GAYA	190	107,760	1,284	84	507	101						
17	GEZAWA	208	122,790	1,391	88	659	132						
18	GHARI	154	86,100	923	93	515	103						
19	GWALE	344	185,667	2,611	71	478	96						
20	GWARZO	229	117,840	1,554	76	420	84						
21	КАВО	247	142,685	1,635	87	754	151						
22	KANO MUNICIPAL	219	79,767	1,812	44	- 481	80						
23	KARAYE	173	80,713	1,120	72	228	46						
24	KIBIYA	120	53,816	734	73	154	31						
	KIRU	195	99,117	1,215	82	431	86						
26	KUMBOTSO	240	177,960	1,883	95	1,085	217						
	KURA	141	117,173	958	122	996	199						
28	MADOBI	195	96,966	1,227	79	386	77						
29	MAKODA	98	59,875	759	79	240	48						
30	MINJIBIR	214	128,021	1,261	102	879	176						
31	NASSARAWA	310	165,974	2,184	76	583	117						
	RANO	156	96,547	1,054	92	553	111						
33	RIMIN GADO	132	71,854	924	78	273	55						
34	ROGO	231	135,788	1,515	90	750	150						
	SHANONO	177	88,962	1,189	75	298	60						
	SUMAILA	123	79,956	764	105	561	112						
	ΤΑΚΑΙ	195	106,378	1,105	96	673	135						
	TARAUNI	211	99,798	1,694	59	- 31	60						
	TOFA	147	113,408	956	119	933	187						
	TSANYAWA	206	143,062	1,238	116	1,146	229						
	TUDUN WADA	244	123,774	1,645	75	418	84						
	UNGOGO	311	245,676	2,220	111	1,875	375						
	WARAWA	193	94,867	1,193	80	385	77						
	WUDIL	165	87,511	1,152	76	302	60						
	TOTAL	8,338	4,739,072	56,058		22,925	4,891						

3.B Forecasting Future Needs

This Manpower planning exercise was undertaken in March 2025 with the view of identifying staffing and recruitment needs in the current year (2025) and into 2026, 2027 and 2028. There are a number of factors that have been considered while assessing the needs beyond 2025. These include:

- Annual increase in student numbers (broadly across the Primary and Junior Secondary School ages) – this could be both from increasing population and increasing enrolment. The average annual percentage increase in student numbers has been estimated as two per cent (2%) per annum over the forecast period.
- On the other hand, it is also assumed that teachers will leave the professional (including retirement) / state or age group range (Primary and Junior Secondary) at a rate of **2.5** per cent per annum of the forecast period. This is referred to in the MS Excel model as the Teacher Attrition Rate.
- In the event that schools have a student-teacher ratio lower than the abovereferenced ratio, some teachers may be identified for redeployment to schools elsewhere within the same Local Government Area where there is a shortfall.
- It is assumed that the desired student-to-teacher ratio will remain the same over the period, namely *60* student per teacher.

3.C Skills Requirements

The recruitment of teachers for basic education schools, comprising primary and junior secondary levels, requires specific qualifications and competencies to ensure the delivery of quality education. To be eligible for recruitment as a teacher in primary or junior secondary schools, candidates must meet the following academic qualifications:

Nigeria Certificate in Education (NCE): This is the minimum requirement for primary school teachers and junior secondary school teachers.

Bachelor of Science in Education (B.Sc. Ed.) or Bachelor of Arts in Education (B.A. Ed.): Candidates with these qualifications are eligible for junior secondary school teaching positions. However, Possession of a Postgraduate Diploma in Education (PGDE) is an added advantage for candidates with non-education degrees who wish to teach at the junior secondary school level.

All teachers must be registered with the Teachers Registration Council of Nigeria (TRCN) as a prerequisite for employment. This ensures that only qualified and licensed individuals are engaged in teaching, thereby maintaining high standards in the education sector.

3. Planned Recruitment

4.A Recruitment Numbers and Locations

Based on the quantifications and parameters described in sections 2 and 3 above, the following recruitment plans have been identified for the period 2025-2028, Local Government by Local Government. As noted in section 3.B, in the instance where some schools within a Local Government Area have a surplus of teachers in some schools, it is assumed that these teachers will be reassigned to neighbouring schools. The net teacher recruitment figure for each Local Government Area reflects the total recruitment needs for those Schools in deficit, less those teachers who may be available for deployment from Schools with a teacher surplus.

Figure 1, Figure 2, Figure 3 and Figure 4 below present the recruitment plans by Local Government Area for 2025, 2026, 2027 and 2028 respectively.

Figure 1 2025 Recruitment Plan

		5						
	Local Government	Primary and Junior Seconadry	Total Number of	Number of	Student Teacher	Net Teachers needed to be	Net Planned	
SN		Schools	Students	Teachers	Ratio	recruited	Recruitment	
1	AJINGI	124	55,743	723	77	208	42	
2	ALBASU	143	83,952	1,025	82	374	75	
3	BAGWAI	104	69,816	643	109	523	105	
4	BEBEJI	148	74,496	1,003	74	237	47	
5	BICHI	206	127,366	1,253	102	867	173	
6	BUNKURE	184	123,626	1,099	112	961	192	
7	DALA	318	137,079	2,322	59	- 43	55	
8	DAMBATTA	201	92,811	1,272	73	271	54	
9	DAWAKIN KUDU	200	115,721	1,348	86	577	115	
10	DAWAKIN TOFA	125	86,473	755	115	682	136	
11	DOGUWA	246	127,437	1,594	80	536	107	
12	FAGGE	154	87,953	1,086	81	377	75	
13	GABASAWA	176	104,196	1,157	90	588	118	
14	GARKO	131	64,796	873	74	204	41	
15	GARUN MALAM	110	77,802	706	110	593	119	
16	GAYA	190	107,760	1,284	84	507	101	
17	GEZAWA	208	122,790	1,391	88	659	132	
18	GHARI	154	86,100	923	93	515	103	
19	GWALE	344	185,667	2,611	71	478	96	
20	GWARZO	229	117,840	1,554	76	420	84	
21	КАВО	247	142,685	1,635	87	754	151	
22	KANO MUNICIPAL	219	79,767	1,812	44	- 481	80	
23	KARAYE	173	80,713	1,120	72	228	46	
24	KIBIYA	120	53,816	734	73	154	31	
25	KIRU	195	99,117	1,215	82	431	86	
26	KUMBOTSO	240	177,960	1,883	95	1,085	217	
27	KURA	141	117,173	958	122	996	199	
28	MADOBI	195	96,966	1,227	79	386	77	
29	MAKODA	98	59,875	759	79	240	48	
	MINJIBIR	214	128,021	1,261	102	879	176	
	NASSARAWA	310	165,974	2,184	76	583	117	
	RANO	156	96,547	1,054	92	553	111	
	RIMIN GADO	132	71,854	924	78	273	55	
	ROGO	231	135,788	1,515	90	750	150	
	SHANONO	177	88,962	1,189	75	298	60	
	SUMAILA	123	79,956	764	105	561	112	
	ΤΑΚΑΙ	195	106,378	1,105	96	673	135	
	TARAUNI	211	99,798	1,694	59	- 31	60	
	TOFA	147	113,408	956	119	933	187	
	TSANYAWA	206	143,062	1,238	116	1,146	229	
	TUDUN WADA	244	123,774	1,645	75	418	84	
	UNGOGO	311	245,676	2,220	111	1,875	375	
	WARAWA	193	94,867	1,193	80	385	77	
	WUDIL	165	87,511	1,152	76	302	60	
	TOTAL	8,338	4,739,072	56,058	-	22,925	4,891	

Figure 2 2026 Recruitment Plan

Number of YEAR 2026									
SN	Local Government	Primary and Junior Seconadry Schools	Total Number of Students	Number of Teachers	Student Teacher Ratio	Net Teachers needed to be recruited	Net Planned Recruitment		
	AJINGI	124	56,858	747	76	166	33		
	ALBASU	143	85,631	1,074	80	299	60		
	BAGWAI	104	71,212	732	97	418	84		
	BEBEJI	148	75,986	1,025	74	190	38		
	BICHI	206	129,913	1,395	93	694	139		
	BUNKURE	184	126,099	1,264	100	769	154		
	DALA	318	139,821	2,319	60	(98)	40		
	DAMBATTA	201	94,667	1,294	73	217	43		
	DAWAKIN KUDU	200	118,035	1,430	83	462	92		
	DAWAKIN TOFA	125	88,202	873	101	546	109		
	DOGUWA	246	129,986	1,661	78	429	86		
	FAGGE	154	89,712	1,134	79	302	60		
	GABASAWA	176	106,280	1,246	85	470	94		
	GARKO	131	66,092	892	74	163	33		
	GARUN MALAM	110	79,358	807	98	474	95		
	GAYA	190	109,915	1,353	81	406	81		
	GEZAWA	208	125,246	1,488	84	527	105		
	GHARI	154	87,822	1,003	88	412	82		
	GWALE	344	189,380	2,641	72	382	76		
	GWARZO	229	120,197	1,599	75	336	67		
	КАВО	247	145,539	1,745	83	603	121		
	KANO MUNICIPAL	219	81,362	1,847	44	(561)	70		
	KARAYE	173	82,327	1,138	72	182	36		
	KIBIYA	120	54,892	746	74	102	25		
	KIRU	195	101,099	1,271	80	345	69		
	кимвотѕо	240	181,519	2,053	88	868	174		
	KURA	141	119,516	1,133	105	797	159		
	MADOBI	195	98,905	1,274	78	309	62		
	MAKODA	98	61,073	788	78	192	38		
	MINJIBIR	214	130,581	1,405	93	703	141		
	NASSARAWA	310	169,293	2,246	75	466	93		
	RANO	156	98,478	1,138	87	442	88		
	RIMIN GADO	132	73,291	956	77	218	44		
	ROGO	231	138,504	1,627	85	600	120		
	SHANONO	177	90,741	1,219	74	238	48		
	SUMAILA	123	81,555	857	95	449	90		
	ТАКАІ	195	108,506	1,212	90	538	108		
	TARAUNI	211	101,794	1,712	50	(91)	50		
	TOFA	147	115,676	1,119	103	746	149		
	TSANYAWA	206	145,923	1,115	103	917	143		
	TUDUN WADA	244	126,249	1,430	75	334	67		
	UNGOGO	311	250,590	2,540	99	1,500	300		
	WARAWA	193	96,764	1,240	78	308	62		
	WUDIL	165	89,261	1,240	75	242	48		
	TOTAL	8,338	4,833,853	59,548		18,034	3,917		
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Figure 3 2027 Recruitment Plan

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	Local	Primary and	Total	Number	Student	Net Teachers	Net		
	Government	Junior	Number of	of	Teacher	needed to be	Planned		
SN		Seconadry	Students	Teachers	Ratio	recruited	Recruitment		
	AJINGI	Schools 124	57,995	761	76	133	27		
	ALBASU	124	87,344	1,107	70	239	48		
	BAGWAI	143	72,637	797		335	67		
	BEBEJI	104	72,037	1,037	75	152	30		
	BICHI	206	132,512	1,037	88	555	111		
	BUNKURE	184	132,512	1,499	93	615	111		
	DALA	318	128,020	2,301	62	(138)	50		
	DALA	201	96,561	1,305	74	173	35		
	DAWBATTA DAWAKIN KUDU	201	120,396	1,303	81	369	74		
	DAWAKIN KODO	125	89,967	960	94	436	87		
	DOGUWA	246	132,585	1,706	94 78	343	69		
	FAGGE	154	91,506	1,706	78	241	48		
	GABASAWA	154	108,406	1,100	83	376	48 75		
	GABASAWA	170	67,414	902	75	131	26		
	GARUN MALAM	131	80,945	882	92	380	76		
	GAYA	110		1,401	92 80	324	65		
	GEZAWA	208	112,114	1,401	80	422	84		
	GHARI	154	127,751	1,060	82 84 73 75	330			
	GWALE	344	89,578 193,168	2,652		306	61		
	GWALL	229		1,626		269	54		
	KABO	229	122,601		81	483	97		
	KANO MUNICIPAL	247	148,449	1,822 1,871	44	(631)	60		
	KARAYE	173	82,990	-					
			83,974	1,146 752	73 74	146	29		
	KIBIYA KIRU	120 195	55,990		74	99 276	20		
	KUMBOTSO	240	103,121	1,308 2,175	85	694	55 139		
			185,150	-					
	KURA MADOBI	141 195	121,907	1,264	96 77	637	127		
	MAKODA	98	100,883	1,303 807	77	247 154	49 31		
			62,294						
	MINJIBIR	214	133,193	1,511	88	563	113		
	NASSARAWA RANO	310	172,679	2,283	76	373	75		
		156	100,447	1,198	84	354	71		
	RIMIN GADO	132	74,757	975	77	175	35		
	ROGO	231	141,274	1,706	83	480	96		
	SHANONO	177	92,556	1,236	75	191	38		
	SUMAILA	123	83,186	925	90	359	72		
	ΤΑΚΑΙ	195	110,676	1,289	86	431	86		
	TARAUNI	211	103,830	1,719	60	(141)	40		
	ΤΟΓΑ	147	117,990	1,240	95	597	119		
	TSANYAWA	206	148,842	1,584	94	733	147		
	TUDUN WADA	244	128,774	1,712	75	268	54		
	UNGOGO	311	255,601	2,776	92	1,200	240		
	WARAWA	193	98,700	1,271	78	246	49		
44	WUDIL	165	91,046	1,202	76	193	39		
	TOTAL	8,338	4,930,531	61,976		14,117	3,155		

Figure 4 2028 Recruitment Plan

		Number of	1LAN 2020										
	Local	Primary and Junior	Total	Number	Student	Net Teachers	Net						
	Government		Number of	of	Teacher	needed to be	Planned						
SN		Seconadry	Students	Teachers	Ratio	recruited	Recruitment						
	AJINGI	Schools 124	59,155	769	77	106	21						
	ALBASU	143	89,091	1,127	79	100	38						
	BAGWAI	104	74,089	844	88	268	54						
	BEBEJI	148	79,056	1,042	76	121	24						
	BICHI	206	135,162	1,572	86	444	89						
	BUNKURE	184	131,193	1,474	89	492	98						
	DALA	318	145,469	2,293	63	(188)	40						
	DAMBATTA	201	98,492	1,307	75	139	28						
	DAWAKIN KUDU	200	122,804	1,523	81	295	59						
	DAWAKIN TOFA	125	91,766	1,023	90	349	70						
	DOGUWA	246	135,237	1,732	78	274	55						
	FAGGE	154	93,336	1,185	79	193	39						
	GABASAWA	176	110,574	1,351	82	301	60						
	GARKO	131	68,762	906	76	104	21						
	GARUN MALAM	110	82,564	936	88	304	61						
	GAYA	190	114,356	1,430	80	260	52						
	GEZAWA	208	130,306	1,602	81	337	67						
	GHARI	154	91,370	1,100	83	264	53						
	GWALE	344	197,031	2,647	74	245	49						
	GWARZO	229	125,053	1,639	74	245	43						
	КАВО	247	151,418	1,873	81	386	77						
	KANO MUNICIPAL	219	84,649	1,884	45	(691)	50						
	KARAYE	173	85,653	1,146	75	117	23						
	KIBIYA	1/3	57,110	753	75	79	16						
	KIRU	120	105,184	1,330	70	221	44						
	кимвотѕо	240	188,853	2,260	84	556	111						
	KURA	141	124,345	1,360	91	510	102						
	MADOBI	195	102,901	1,320	78	198	40						
	MAKODA	98	63,540	817	78	123	25						
	MINJIBIR	214	135,857	1,586	86	450	90						
	NASSARAWA	310	176,133	2,300	77	298	60						
	RANO	156	170,155	1,239	83	283	57						
	RIMIN GADO	130	76,252	986	77	140	28						
	ROGO	231	144,099	1,760	82	384	77						
	SHANONO	177	94,407	1,700	76	153	31						
	SUMAILA	177	84,850	974	87	287	57						
	TAKAI	125	112,889	1,343	87	345	69						
	TARAUNI	211	112,889	1,545	62	(181)	35						
	TOFA	147	120,349	1,718	91	478	96						
	TSANYAWA	206	120,349	1,528	91	587	117						
	TUDUN WADA	208	131,350	1,091	90 76	214	43						
	UNGOGO	311	260,713	2,947	88	960	43						
	WARAWA				88 78	960 197							
	WUDIL	193 165	100,674 92,867	1,288 1,211	78	197	39 31						
44					11								
	TOTAL	8,338	5,029,141	63,582		10,962	2,529						

4.B Recruitment Costings

Based on the above-planned recruitments over the period 2025-2028, a forecast of the marginal costs is presented in Figure 5 below.

The costings are based on the following assumptions:

- The cost of employment (annual salary, allowances and social contributions) of a teacher in 2025 is *N103,785*
- The above employment cost will increase by **9%** per annum through until 2028.
- The cost of recruiting a teacher will on average be *N10,000.00* per teacher and will be subject to the same above percentage increase per year through until 2028.
- New teachers will, on average, start in **7**th month.

Based on the above assumptions and parameters, the recruitment cost for 2025-2028 per Local Government Area is presented in Figure 5 below.

Figure 5 2025-2028 Estimated Recruitment Costing

		PR	OPOSED STAFF REG	CRUITMENT COST FC	DR 2025	PROPOSED STAFF RECRUITMENT COST FOR 2026			PROPOSED STAFF RECRUITMENT COST FOR 2027				PROPOSED STAFF RECRUITMENT COST FOR 2027				
SN	Local Government	Net Planned Recruitment	Personnel Cost of New Teachers@ N105,785	Recruitment Cost of New Teachers	Total Cost	Net Planned Recruitment	Personnel Cost of New Teachers@ N105,785	Recruitment Cost of New Teachers	Total Cost	Net Planned Recruitment	Personnel Cost of New Teachers@ N105,785	Recruitment Cost of New Teachers	Total Cost	Net Planned Recruitment	Personnel Cost of New Teachers@ N105,785	Recruitment Cost of New Teachers	Total Cost
1 AJ	NGI	42	52,307,640	10,000	52,317,640.00	33	41,447,577.60	10,900.00	41,458,477.60	27	33,797,038.08	11,881.00	33,808,919.08	21	,,	12,950.29	27,050,580.75
2 AL	BASU	75	93,406,500	10,000	93,416,500.00	60	74,525,932.80	10,900.00	74,536,832.80	48	60,769,674.24	11,881.00	60,781,555.24	38	48,615,739.39	12,950.29	48,628,689.68
3 BA	GWAI	105	130,769,100	10,000	130,779,100.00	84	104,216,745.60	10,900.00	104,227,645.60	67	84,980,052.48	11,881.00	84,991,933.48	54	67,984,041.98	12,950.29	67,996,992.27
4 BE	BEJI	47	58,534,740	10,000	58,544,740.00	38	47,226,326.40	10,900.00	47,237,226.40	30	38,509,125.12	11,881.00	38,521,006.12	24	30,807,300.10	12,950.29	30,820,250.39
5 BI	CHI	173	215,457,660	10,000	215,467,660.00	139	172,764,662.40	10,900.00	172,775,562.40	111	140,875,153.92	11,881.00	140,887,034.92	89	112,700,123.14	12,950.29	112,713,073.43
6 BL	INKURE	192	239,120,640	10,000	239,130,640.00	154	191,495,779.20	10,900.00	191,506,679.20	123	156,148,815.36	11,881.00	156,160,696.36	98	124,919,052.29	12,950.29	124,932,002.58
7 D/	LA	55	68,498,100	10,000	68,508,100.00	40	49,816,800.00	10,900.00	49,827,700.00	50	63,471,000.00	11,881.00	63,482,881.00	40	50,776,800.00	12,950.29	50,789,750.29
8 D.4	MBATTA	54	67,252,680	10,000	67,262,680.00	43	54,001,411.20	10,900.00	54,012,311.20	35	44,033,640.96	11,881.00	44,045,521.96	28	35,226,912.77	12,950.29	35,239,863.06
9 D A	WAKIN KUDU	115	143,223,300	10,000	143,233,300.00	92	114,977,174.40	10,900.00	114,988,074.40	74	93,754,283.52	11,881.00	93,766,164.52	59	75,003,426.82	12,950.29	75,016,377.11
10 DA	WAKIN TOFA	136	169,377,120	10,000	169,387,120.00	109	135,900,230.40	10,900.00	135,911,130.40	87	110,815,288.32	11,881.00	110,827,169.32	70	88,652,230.66	12,950.29	88,665,180.95
11 D0	GUWA	107	133,259,940	10,000	133,269,940.00	86	106,807,219.20	10,900.00	106,818,119.20	69	87,092,367.36	11,881.00	87,104,248.36	55	69,673,893.89	12,950.29	69,686,844.18
12 FA	GGE	75	93,406,500	10,000	93,416,500.00	60	75,123,734.40	10,900.00	75,134,634.40	48	61,257,131.52	11,881.00	61,269,012.52	39	49,005,705.22	12,950.29	49,018,655.51
13 G/	BASAWA	118	146,959,560	10,000	146,969,560.00	94	117,169,113.60	10,900.00	117,180,013.60	75	95,541,626.88	11,881.00	95,553,507.88	60	76,433,301.50	12,950.29	76,446,251.79
14 G/		41	51,062,220	10,000	51,072,220.00	33	40,650,508.80	10,900.00	40,661,408.80	26	33,147,095.04	11,881.00	33,158,976.04	21	26,517,676.03	12,950.29	26,530,626.32
15 GA	RUN MALAM	119	148,204,980	10,000	148,214,980.00	95	118,165,449.60	10,900.00	118,176,349.60	76	96,354,055.68	11,881.00	96,365,936.68	61	77,083,244.54	12,950.29	77,096,194.83
16 GA	YA	101	125,787,420	10,000	125,797,420.00	81	101,028,470.40	10,900.00	101,039,370.40	65	82,380,280.32	11,881.00	82,392,161.32	52	65,904,224.26	12,950.29	65,917,174.55
17 GE	ZAWA	132	164,395,440	10,000	164,405,440.00	105	131,317,084.80	10,900.00	131,327,984.80	84	107,078,115.84	11,881.00	107,089,996.84	67	85,662,492.67	12,950.29	85,675,442.96
18 GH		103	128,278,260	10,000	128,288,260.00	82	102,622,608.00	10,900.00	102,633,508.00	66	83,680,166.40	11,881.00	83,692,047.40	53	66,944,133.12	12,950.29	66,957,083.41
19 G\	VALE	96	119,560,320	10,000	119,570,320.00	76	95,249,721.60	10,900.00	95,260,621.60	61	77,668,193.28	11,881.00	77,680,074.28	49	62,134,554.62	12,950.29	62,147,504.91
20 G\	VARZO	84	104,615,280	10,000	104,625,280.00	67	83,692,224.00	10,900.00	83,703,124.00	54	68,244,019.20	11,881.00	68,255,900.20	43	54,595,215.36	12,950.29	54,608,165.65
21 KA	BO	151	188,058,420	10,000	188,068,420.00	121	150,247,468.80	10,900.00	150,258,368.80	97	122,514,263.04	11,881.00	122,526,144.04	77	98,011,410.43	12,950.29	98,024,360.72
22 KA	NO MUNICIPAL	80	99,633,600	10,000	99,643,600.00	70	87,179,400.00	10,900.00	87,190,300.00	60	76,165,200.00	11,881.00	76,177,081.00	50	63,471,000.00	12,950.29	63,483,950.29
23 KA	RAYE	46	57,289,320	10,000	57,299,320.00	36	45,432,921.60	10,900.00	45,443,821.60	29	37,046,753.28	11,881.00	37,058,634.28	23	29,637,402.62	12,950.29	29,650,352.91
24 KI	BIYA	31	38,608,020	10,000	38,618,020.00	25	30,687,148.80	10,900.00	30,698,048.80	20	25,022,807.04	11,881.00	25,034,688.04	16	20,018,245.63	12,950.29	20,031,195.92
25 KI	RU US	86	107,106,120	10,000	107,116,120.00	69	85,884,163.20	10,900.00	85,895,063.20	55	70,031,362.56	11,881.00	70,043,243.56	44	56,025,090.05	12,950.29	56,038,040.34
26 KL	MBOTSO	217	270,256,140	10,000	270,266,140.00	174	216,204,912.00	10,900.00	216,215,812.00	139	176,297,049.60	11,881.00	176,308,930.60	111	141,037,639.68	12,950.29	141,050,589.97
27 KL	RA	199	247,838,580	10,000	247,848,580.00	159	198,470,131.20	10,900.00	198,481,031.20	127	161,835,816.96	11,881.00	161,847,697.96	102	129,468,653.57	12,950.29	129,481,603.86
28 M	ADOBI	77	95,897,340	10,000	95,907,340.00	62	76,917,139.20	10,900.00	76,928,039.20	49	62,719,503.36	11,881.00	62,731,384.36	40	50,175,602.69	12,950.29	50,188,552.98
29 M	AKODA	48	59,780,160	10,000	59,790,160.00	38	47,824,128.00	10,900.00	47,835,028.00	31	38,996,582.40	11,881.00	39,008,463.40	25	31,197,265.92	12,950.29	31,210,216.21
30 M	NJIBIR	176	219,193,920	10,000	219,203,920.00	141	175,155,868.80	10,900.00	175,166,768.80	113	142,824,983.04	11,881.00	142,836,864.04	90	114,259,986.43	12,950.29	114,272,936.72
31 N/	SSARAWA	117	145,714,140	10,000	145,724,140.00	93	116,172,777.60	10,900.00	116,183,677.60	75	94,729,198.08	11,881.00	94,741,079.08	60	75,783,358.46	12,950.29	75,796,308.75
32 RA	NO	111	138,241,620	10,000	138,251,620.00	88	110,194,761.60	10,900.00	110,205,661.60	71	89,854,625.28	11,881.00	89,866,506.28	57	71,883,700.22	12,950.29	71,896,650.51
33 RII	VIN GADO	55	68,498,100	10,000	68,508,100.00	44	54,399,945.60	10,900.00	54,410,845.60	35	44,358,612.48	11,881.00	44,370,493.48	28	35,486,889.98	12,950.29	35,499,840.27
34 RC	GO	150	186,813,000	10,000	186,823,000.00	120	149,450,400.00	10,900.00	149,461,300.00	96	121,864,320.00	11,881.00	121,876,201.00	77	97,491,456.00	12,950.29	97,504,406.29
35 SH	ANONO	60	74,725,200	10,000	74,735,200.00	48	59,381,625.60	10,900.00	59,392,525.60	38	48,420,756.48	11,881.00	48,432,637.48	31	38,736,605.18	12,950.29	38,749,555.47
36 SU	MAILA	112	139,487,040	10,000	139,497,040.00	90	111,788,899.20	10,900.00	111,799,799.20	72	91,154,511.36	11,881.00	91,166,392.36	57	72,923,609.09	12,950.29	72,936,559.38
37 TA	KAI	135	168,131,700	10,000	168,141,700.00	108	134,106,825.60	10,900.00	134,117,725.60	86	109,352,916.48	11,881.00	109,364,797.48	69	87,482,333.18	12,950.29	87,495,283.47
38 TA	RAUNI	60	74,725,200	10,000	74,735,200.00	50	62,271,000.00	10,900.00	62,281,900.00	40	50,776,800.00	11,881.00	50,788,681.00	35		12,950.29	44,442,650.29
39 TC		187	232,893,540	10,000	232,903,540.00	149	185,916,297.60	10,900.00	185,927,197.60	119	151,599,214.08	11,881.00	151,611,095.08	96	121,279,371.26	12,950.29	121,292,321.55
	ANYAWA	229	285,201,180	10,000	285,211,180.00	183	228,360,211.20	10,900.00	228,371,111.20	147	186,208,680.96	11,881.00	186,220,561.96	117	148,966,944.77	12,950.29	148,979,895.06
41 TU	DUN WADA	84	104,615,280	10,000	104,625,280.00	67	83,293,689.60	10,900.00	83,304,589.60	54	67,919,047.68	11,881.00	67,930,928.68	43	54,335,238.14	12,950.29	54,348,188.43
	IGOGO	375	467,032,500	10,000	467,042,500.00	300	373,626,000.00	10,900.00	373,636,900.00	240	304,660,800.00		304,672,681.00	192		12,950.29	243,741,590.29
43 W	ARAWA	77	95,897,340	10,000	95,907,340.00	62	76,717,872.00	10,900.00	76,728,772.00	49	62,557,017.60	11,881.00	62,568,898.60	39	50,045,614.08	12,950.29	50,058,564.37
44 W	UDIL	60	74,725,200	10,000	74,735,200.00	48	60,178,694.40	10,900.00	60,189,594.40	39	49,070,699.52	11,881.00	49,082,580.52	31	39,256,559.62	12,950.29	39,269,509.91
		4,891	6,093,840,060		6,094,280,060.00	3,917			4,878,540,656.00	3,155			4,006,101,408.80	2,529			3,211,379,828.60

4.C Recruitment Strategy

The Kano State Ministry of Education has outlined a comprehensive recruitment plan to address teacher shortages and improve the quality of education in public schools. The plan involves two key strategies of redeployment of existing teachers and recruitment of new ones.

The ministry will redeploy current teachers to schools experiencing shortages, to balance distribution across the state.

However newly recruited teachers will fill gaps in core subjects and other essential teaching areas in several schools where they are lacking.

The recruitment process will follow a structured approach, including:

 \checkmark Publicizing vacancies to attract qualified candidates.

 \checkmark screening applicants based on eligibility criteria.

 \checkmark Assessing candidates' subject knowledge and teaching skills through written tests

 \checkmark Evaluating suitability and professional competence through interview.

To ensure quality teaching, only professionally qualified candidates with a Nigeria Certificate in Education (NCE) or a Bachelor's degree in Education will be considered for employment at all levels. This is to enhance the standard of basic education in Kano state.

Annex 1 – Current Student and Staffing levels by School – Pls refer to DLI 5.1 for details