



STRENGTHENING HUMAN CAPITAL DELIVERY IN PLATEAU STATE HOPE PROJECT RECRUITMENT AND ORIENTATION MILESTONES

1. INTRODUCTION

1.1 The Human Capital Opportunities for Prosperity and Equity (HOPE) Project, in collaboration with key Ministries, Departments, and Agencies (MDAs) in Plateau State, has recorded significant milestones in advancing human capital development across the health and education sectors. Through transparent, merit based recruitment processes and a structured orientation programme, the State is strategically addressing critical workforce gaps in primary healthcare and basic education, in line with its development priorities and World Bank–supported reform agenda.

2. HOPE PHC

2.1 Between 15th and 20th November 2025, the HOPE Project, in collaboration with the Plateau State Ministry of Health, conducted a statewide interview, physical verification, and documentation exercise for shortlisted health worker applicants. The exercise formed a core component of Results Area 3, Disbursement Linked Indicator (DLI) 5, aimed at strengthening skilled birth attendance and improving overall health worker performance across Primary Health Care (PHC) facilities and Hospital Management Board (HMB) institutions.

2.2 Participation was strictly limited to candidates who successfully passed the earlier Computer-Based Test (CBT). Oversight of the exercise was jointly provided by the Ministry of Health, the HOPE Project team, the Office of the Head of Service, the Ministry of Budget and Economic Planning, the Office of the Chief of Staff, and the Federal Character Commission. The Civil Service Commission, Primary Healthcare Development Agency, and Hospital Management Board also supported the process, ensuring consistency, transparency, and compliance with established recruitment guidelines.

2.3 The exercise was conducted sequentially across the Northern, Central, and Southern Zones, covering all Local Government Areas in the State. The Northern Zone exercise commenced on 15th November 2025 at Township Primary School, Jos, covering Jos North, Jos South, Jos East, Bassa, Barkin Ladi, and Riyom LGAs. The Central Zone phase, covering Bokokos, Mangu, Pankshin, Kanke, and Kanam LGAs, was concluded on 18th November 2025, while the Southern Zone exercise, covering Shendam, Qua'an Pan, Langtang North, Langtang South, Mikang, and Wase LGAs, was completed on 20th November 2025. Across all zones, the process recorded strong turnout and was conducted efficiently, reflecting effective planning and coordination.

3. HOPE EDU

3.1 Similarly, from 3rd to 8th December 2025, the HOPE Project, in collaboration with the Plateau State Ministry of Education and the State Universal Basic Education Board (SUBEB), conducted a statewide interview and documentation exercise for shortlisted teacher applicants who had passed the CBT. The exercise was implemented across the Northern, Central, and Southern Zones, covering all 17 LGAs.

3.2 The education-sector verification process recorded a high volume of applicants and was conducted in a transparent and orderly manner. Special consideration was given to inclusivity, with deliberate attention to persons living with disabilities, pregnant women, and lactating mothers to ensure equitable participation.

3.3 As part of the verification process across both sectors, candidate's credentials were rigorously screened, including the collection of National Identification Numbers (NIN) and Bank Verification Numbers (BVN), to ensure authenticity and uphold the integrity of the recruitment process. Applicants across zones consistently described the exercise as fair, transparent, and strictly merit-based.

4. ORIENTATION AND DEPLOYMENT OF NEWLY RECRUITED PERSONNEL

4.1 As part of the onboarding process for newly recruited personnel under the HOPE Project, the Plateau State Government conducted a two-day orientation programme for health and education staff at Shehe Model School. The programme formed a critical component of the State's human capital reform efforts, aimed at strengthening service delivery across primary healthcare and basic education.

4.2 The orientation programme was formally declared open by the Executive Governor of Plateau State, Barr. Caleb Manasseh Mutfwang, and was attended by key government officials and institutional stakeholders. In attendance and/or duly represented were the Commissioners for Health and Education, the Head of the Civil Service, the Executive Chairman of the Plateau State Universal Basic Education Board (SUBEB), senior officials from relevant Ministries, Departments and Agencies, as well as members of the HOPE Project implementation team.

4.3 The programme was structured to familiarise participants with the objectives of the HOPE Project, institutional expectations, deployment procedures, and applicable public service rules and regulations. Sessions focused on professional conduct, accountability, ethical standards, and effective service delivery within the health and education sectors. Participants were also guided on reporting lines, performance expectations, and their roles in supporting improved health and learning outcomes across the State.

4.4 Following the completion of the orientation sessions, newly recruited teachers and health workers were issued their employment letters at the orientation venue, marking their formal absorption into the Plateau State civil service. This step signified the transition from recruitment to active deployment, in line with the State’s results based workforce strengthening strategy.

5. CONCLUSION

5.1 The recruitment exercises were designed to respond directly to evidence from baseline assessments, which revealed persistent shortages in critical service delivery areas. In the health sector, the focus is on improving staffing levels to meet minimum service standards, particularly in maternal and child health, while strengthening workforce performance across PHC and HMB facilities.

5.2 In the education sector, recruitment priorities targeted subject areas with acute deficits, including Mathematics, English Language, Basic Science, Social Studies, and Early Childhood Education, to strengthen foundational learning outcomes in primary and junior secondary schools. Over the life span of the Project, the HOPE initiative plans to recruit 4,000 teachers, beginning with 1,500 teachers in the first year, to systematically close identified gaps across the State.

5.3 The successful conduct of the recruitment, verification, and orientation exercises marks a major step forward in Plateau State’s efforts to strengthen human capital delivery. Through transparent, merit based processes and structured onboarding, the HOPE Project is addressing long-standing workforce gaps in healthcare and basic education.

5.4 As the Project advances through subsequent Delivery Linked Indicators, measurable progress has already been achieved, with newly recruited health workers and teachers successfully enrolled on the Plateau State payroll and deployed to priority health and education facilities across the State. These milestones position Plateau State to improve service quality, expand access to essential services, and strengthen a more resilient, equitable, and people centered health and education system aligned with its development goals.

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