



ENUGU STATE UNIVERSAL BASIC EDUCATION BOARD

Upper Presidential Road, Independence Layout, PMB 01613, Enugu State

No. 00272



Our Ref:

Your Ref:

Date:

27/3/2026

2025 Annual Human Resources for Education (HRE) Report: Enugu State Universal Basic Education Board (ENSUBEB)

1. Introduction

The Enugu State Universal Basic Education Board (ENSUBEB) aims to provide accessible, inclusive, and high-quality basic education throughout the state. This report summarizes the 2025 assessment of **Human Resources for Education (HRE)** in Enugu State's Primary and Junior Secondary School systems.

While the state possesses a diverse educational workforce, including administrative officers, bursars, and support staff, this analysis focuses on the **core instructional and school-level personnel** essential for effective teaching and learning outcomes. These key cadres are:

- Licensed Teachers (Primary and Junior Secondary)
- Head Teachers / School Administrators
- Guidance Counselors
- Science & Technical Instructors
- Agricultural Science Practical Hands
- ICT / Digital Literacy Coordinators
- Quality Assurance Officers
- Education Secretaries (LGEA Level)
- Security Personnel (School Safety)
- Facility Caretakers

To ensure data integrity and transparency, a comprehensive **biometric verification** of all education staff was conducted in 2024. This exercise utilized **Bank Verification Numbers (BVN)**, **National Identification Numbers (NIN)**, and verified telephone numbers to eliminate ghost workers and ensure payroll accuracy.

It is important to note that this data represents a point-in-time assessment. It accounts for natural attrition—including retirements, resignations, and transfers—within the teaching service. This report provides critical insights into current **instructional gaps**, rural-urban teacher distribution, and outlines a strategic **three-year recruitment plan** to meet the specific goals of the HOPE-EDU program.

2. Distribution of Teachers in Enugu State Public Schools according to their Cadres

Cadre / Category	Approx. Grade Level	Primary School Distribution	Primary School Distribution (%)	Junior Secondary Distribution	Junior Secondary Distribution (%)	Total	Notes
Director of School/ Chief Master	GL 16 - 17	525	5%	656	8%	1,181	Highly experienced; mostly administrative roles.
Assistant Director / Asst. Chief Master	GL 14 - 15	1,575	15%	1,476	18%	3,051	Senior teaching staff
Principal / Senior Master I & II	GL 10 - 13	4,725	45%	3,280	40%	8,005	The largest "middle" block of the workforce.
Master Grade I & II	GL 08 - 09	2,625	25%	2,460	30%	5,085	Mostly Degree (B.Ed) holders.
Technical / Assistant Cadre	GL 07	1,050	10%	328	4%	1,378	Primarily NCE holders
Total Estimated Teachers	—	10,500	100%	8,200	100%	18,700	<i>Secondary figures include JSS and SSS.</i>

Figure 1: Distribution of Public School Teachers in Enugu State LGA by LGA

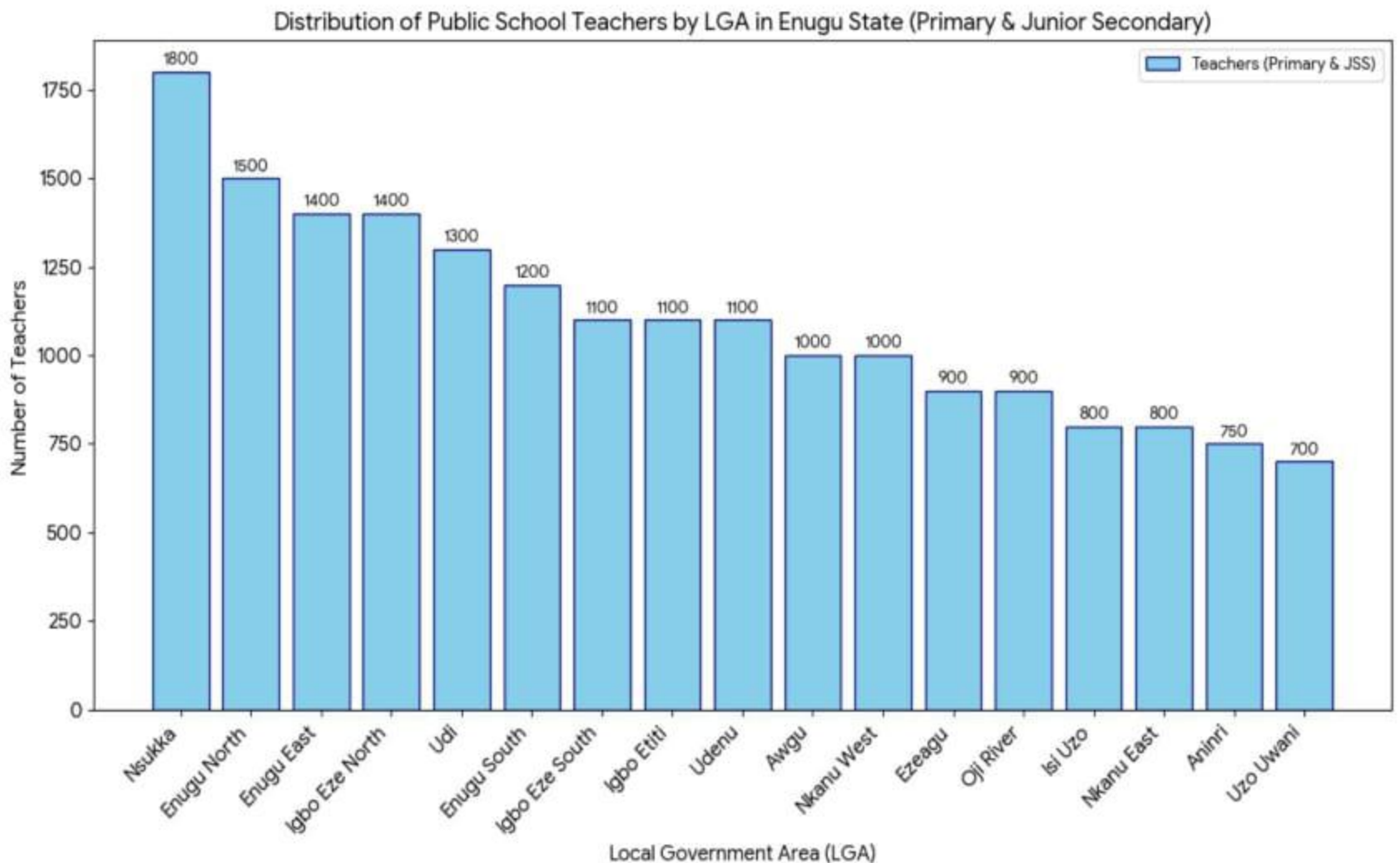
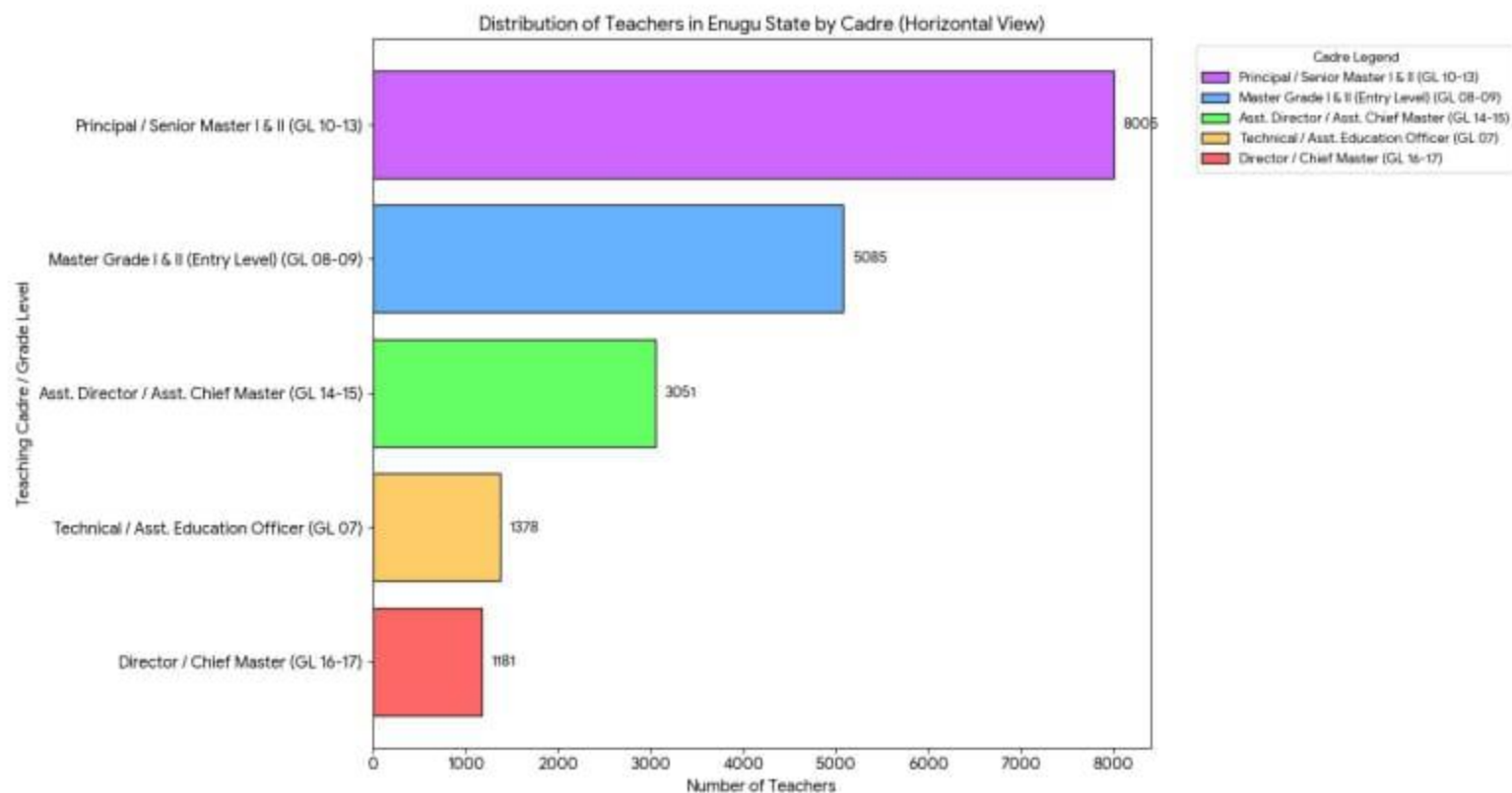


Figure 2: Distribution of Teachers in Enugu State Public Primary and Secondary Schools by Cadre



3. Gap Analysis

S.No	Facility Type	Cadre	Number of Staff required	Recruitment Target 2026	Recruitment Target 2027	Recruitment Target 2028	Remaining Gap
1	Primary School	Headteacher	261	131	65	65	0
2	Primary School	Assistant Headteacher	261	131	65	65	0
3	Primary School	Classroom Teacher (Basic 1-6)	1566	783	392	392	0
4	Primary School	ECCDE Caregiver	522	261	131	131	0
5	Primary School	Security/Janitorial Staff	522	261	131	131	0
6	Junior Secondary School (JSS)	Principal	261	131	65	65	0
7	Junior Secondary School (JSS)	Vice-Principal	522	261	131	131	0
8	Junior Secondary School (JSS)	Core Subject Teacher (Math/Eng/Sci)	2610	1305	653	653	0
9	Junior Secondary School (JSS)	Vocational/Elective Teacher	1305	653	326	326	0
10	Junior Secondary School (JSS)	Laboratory/Library Staff	522	261	131	131	0
11	Junior Secondary School (JSS)	Administrative/Support Staff	1044	522	261	261	0
			9396	4698	2349	2349	

3.1 Three-Year Costed Plan

S.No	Facility Type	Cadre	Salary Per Person (Naira)	Average Annual Salary (Per person) (Naira)	2026	2026 Incremental Cost (Annual) to reach 50% of required Teachers	2027	2027 Incremental Cost (Annual) to reach 75% of required Teachers	2028	2028 Incremental Cost (Annual) to reach 100% of required Teachers	Incremental Staff Cost 2026 - 2028 (Annual)
1	Primary School	Headteacher	235,075.89	2,820,910.68	131	368,128,843.74	65	184,064,421.87	65	184,064,421.87	736,257,687.48
2	Primary School	Assistant Headteacher	186,710.50	2,240,526.00	131	368,128,843.74	65	184,064,421.87	65	184,064,421.87	736,257,687.48
3	Primary School	Classroom Teacher (Basic 1-6)	97,334.98	1,168,019.76	783	2,208,773,062.44	392	1,104,386,531.22	392	1,104,386,531.22	4,417,546,124.88
4	Primary School	ECCDE Caregiver	95,747.68	1,148,972.16	261	736,257,687.48	131	368,128,843.74	131	368,128,843.74	1,472,515,374.96
5	Primary School	Security/Janitorial Staff	83,264.16	999,169.92	261	736,257,687.48	131	368,128,843.74	131	368,128,843.74	1,472,515,374.96
6	Junior Secondary School (JSS)	Principal	235,075.89	2,820,910.68	131	368,128,843.74	65	184,064,421.87	65	184,064,421.87	736,257,687.48
7	Junior Secondary School (JSS)	Vice-Principal	186,710.50	2,240,526.00	261	736,257,687.48	131	368,128,843.74	131	368,128,843.74	1,472,515,374.96
8	Junior Secondary School (JSS)	Core Subject Teacher (Math/Eng/Sci)	97,334.98	1,168,019.76	1,305	3,681,288,437.40	653	1,840,644,218.70	653	1,840,644,218.70	7,362,576,874.80
9	Junior Secondary School (JSS)	Vocational/Elective Teacher	97,334.98	1,168,019.76	653	1,840,644,218.70	326	920,322,109.35	326	920,322,109.35	3,681,288,437.40
10	Junior Secondary School (JSS)	Laboratory/Library Staff	95,747.68	1,148,972.16	261	736,257,687.48	131	368,128,843.74	131	368,128,843.74	1,472,515,374.96
11	Junior Secondary School (JSS)	Administrative/Support Staff	83,264.16	999,169.92	522	1,472,515,374.96	261	736,257,687.48	261	736,257,687.48	2,945,030,749.92
					4,698	13,252,638,374.64	2349	6,626,319,187.32	2349	6,626,319,187.32	26,505,276,749.28

4. Key Findings

- Significant **Human Resources for Education (HRE)** gaps exist across core instructional cadres, particularly for **Licensed Classroom Teachers (Teachers' Registration Council of Nigeria Certificate - TRCN)** and **Digital Literacy Instructors**.
- The approved recruitment of **teaching personnel** demonstrates the Enugu State Government's commitment to strengthening the basic education system through the **HOPE-EDU** initiative.
- Strategic, phased recruitment over the next five years is planned to progressively address the identified instructional gaps and reduce the pupil-to-teacher ratio.

5. Recommendations

To ensure the sustainable development of Enugu State's basic education workforce, the following recommendations are made:

- **Prioritize Recruitment:** Focus recruitment efforts on addressing the most critical gaps, especially for core subjects (English, Mathematics, Sciences, and AI) and ICT-compliant educators, to ensure the delivery of high-quality learning.
- **Target Retention Strategies:** Develop and implement strategies to improve teacher retention, including:
 - Competitive compensation and rural posting allowances.
 - Opportunities for continuous professional development and global teaching certifications.
 - Improve school working conditions and tech-enabled supportive supervision.
- **Continuous Data Management:** Establish a robust digital system (Education Management Information System - EMIS) for ongoing data collection to ensure HRE data remains current and accurately reflects the evolving needs of the schools.
- **Strategic Deployment:** Develop a detailed plan for the deployment of newly recruited educators across the 17 LGAs, ensuring equitable distribution based on school enrollment and community needs.
- **Capacity Building:** Invest in intensive training programs to enhance the pedagogical and digital skills of both existing and new ENSUBEB staff.
- **Detailed "Others" Category:** Future reports will provide a more detailed breakdown of the "Others" category to offer a granular understanding of support staff and non-academic personnel composition.

6. Conclusion

This report highlights the critical importance of a well-supported and adequately staffed educational workforce for the effective functioning of Enugu State's basic education system. By strategically addressing the identified HRE gaps through targeted recruitment, innovative retention strategies, and ongoing data management, **ENSUBEB** can make substantial progress towards the **HOPE-EDU** goal of providing accessible, equitable, and world-class education to all children in Enugu State.



Prof. Hyginus Okibe Banko
Executive Chairman
ENSUBEB