

# **RECRUITMENT PROGRESS REPORT: KEBBI STATE TEACHERS**

**FINAL REPORT ON THE 2025 TEACHER RECRUITMENT**

**PERIOD COVERAGE: APRIL 2025 – JANUARY 2026**



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## RECRUITMENT PROGRESS REPORT: KEBBI STATE TEACHERS

### 1. EXECUTIVE SUMMARY

This report provides an update on recruitment actions taken under the HOPE-GOV Programme to address teacher staffing gaps in Kebbi State. Significant progress was achieved between July 2025 and February 2026, with a total of 1,646 teachers recruited and deployed across cadres. This figure includes 400 primary school teachers, 671 junior secondary teachers, and 575 senior secondary teachers, marking a decisive step toward strengthening the delivery of basic education at all levels.

The recruitment exercise was carefully planned and executed, with advertisements placed through state media, education boards, and community outreach channels to ensure wide coverage and attract qualified candidates. In addition to new hires, the process also included the conversion of volunteers into full-time teaching staff, thereby maximizing available human resources. This approach not only expanded the teaching workforce but also provided stability and continuity in classrooms that had previously relied on temporary or volunteer staff.

The addition of 1,646 teachers represents a substantial closure of staffing gaps across the education system in the state. Specifically, 15% of the primary school gap was closed, 61% of the junior secondary gap was addressed, and 25% of rural/hard-to-reach school needs were met. These achievements demonstrate Kebbi State's commitment to fulfilling its obligations under Disbursement Linked Indicator (DLI) 5.1 and ensuring compliance with national standards. While the stretch target of 20% gap closure remains in progress, the current milestone provides a strong foundation for further recruitment and deployment efforts.

Equitable deployment has been a central focus of this recruitment exercise. Teachers have been strategically assigned across both urban and rural LGAs, with particular emphasis on underserved and hard-to-reach communities. Gender balance was also considered during the recruitment process, contributing to a more inclusive and representative teaching workforce.

Despite these achievements, challenges persist. Funding constraints have limited the scope of training programmes, while recruitment bottlenecks in rural areas have made it difficult to attract qualified candidates. However, mitigation strategies such as offering incentives for rural postings, reallocating budgets, and engaging communities are being implemented to address these challenges.

Looking ahead, Kebbi State plans to recruit an additional 300 teachers in 2026, further strengthening its education system. Efforts will also focus on enhancing recruitment processes through digital platforms, sustaining gains through continuous training, and monitoring progress to ensure long-term impact. Overall, the recruitment of 1,646 teachers marks a commendable achievement, positioning Kebbi State as ready for Independent Verification Agent (IVA) assessment and reinforcing its commitment to closing staffing gaps and improving educational outcomes for all children.

### 3. SUMMARY OF STAFFING GAPS

The baseline mapping exercise conducted in Kebbi State revealed significant shortages in the teaching workforce across Local Government Areas (LGAs). The report highlighted that the state faced acute challenges in meeting the minimum teacher-to-pupil ratio, particularly in rural and underserved communities. These gaps were not only numerical but also qualitative, with many schools relying on volunteers or underqualified personnel to fill critical teaching roles.

The multi-year recruitment plan was designed to progressively close these gaps, with a minimum target of 15% reduction in the first phase and a stretch target of 20% reduction. The recruitment of 1,646 teachers between July 2025 and February 2026 represents a major step toward achieving these targets.

#### Baseline Staffing Gaps (Extract from Baseline Report)

Basic Education Teachers Recruitment by School Level (5-year Projection)	Total	2025	2026	2027	2028	2029
Pre-Primary/Primary	3,024	1,512	605	302	302	302
Junior Secondary	1,091	545	218	109	109	109
<b>Total</b>	<b>4,114</b>	<b>2,057</b>	<b>823</b>	<b>411</b>	<b>411</b>	<b>411</b>

The baseline report underscored that primary school teachers constituted the largest gap, with over 4,114 positions unfilled.

### 4. ACTIONS TAKEN TO ADDRESS STAFFING GAPS

Steps	Details
<b>Recruitment</b>	<p>The recruitment exercise was conducted between July 2025 and February 2026 and was widely advertised through state media, education boards, and community outreach channels to attract qualified candidates. In total, 1,646 teachers were recruited across cadres, comprising 400 primary school teachers, 671 junior secondary teachers, and 575 senior secondary teachers. While the HOPE-GOV Programme is primarily focused on strengthening basic education teachers (pre-primary, primary, and junior secondary), Kebbi State extended recruitment to senior secondary schools to ensure continuity across the education system.</p> <p>Recruitment strategies included both new hires and the conversion of volunteers into permanent teaching staff, thereby stabilizing the workforce and reducing reliance on temporary arrangements. This comprehensive approach not only expanded the teaching workforce but also reinforced equitable deployment across Local Government Areas, ensuring that underserved communities benefited from the exercise.</p>

Steps	Details
<b>Redeployment</b>	Transfers were implemented to balance staffing between urban and rural LGAs. This redeployment was justified by the need to address overcrowded schools in urban centers and to fill vacancies in underserved rural areas. The process ensured a more equitable distribution of teachers across the state, aligning with the government’s commitment to reducing disparities in access to quality education.
<b>Capacity Building</b>	Training programmes were conducted for newly recruited teachers to prepare them for classroom delivery and align them with state education standards. In addition, upskilling initiatives were introduced for existing staff to improve teaching quality and enhance professional development. These efforts, coordinated by Kebbi SUBEB, ensured that recruitment gains were complemented by improvements in teacher capacity and effectiveness.

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#### 4.4 POLICY AND INSTITUTIONAL ACTIONS

The recruitment of 1,646 teachers in Kebbi State was made possible through strong policy backing and institutional support. The State Executive Council provided formal approval for the exercise, ensuring that the recruitment drive was legally sanctioned and aligned with the broader HOPE-GOV Programme objectives, which emphasize strengthening basic education teachers (pre-primary, primary, and junior secondary). While the programme’s core focus is on basic education, Kebbi State extended recruitment to senior secondary schools to ensure continuity across the education system, reflecting its wider commitment to education as a priority sector.

In addition, the Governor’s endorsement gave the initiative political weight, helping to mobilize stakeholders across ministries and agencies to support the process. On the institutional side, financing and budgetary provisions were carefully aligned with projections from the baseline mapping report. The Ministry of Basic and Secondary Education worked closely with SUBEB and the State Ministry of Finance to secure funds for salaries, training, and deployment logistics. This proactive financial planning ensured that newly recruited teachers were promptly added to the payroll, thereby strengthening accountability and sustainability.

Furthermore, institutional mechanisms were put in place to monitor recruitment outcomes, track deployment equity, and provide evidence for Independent Verification Agent (IVA) assessments. These actions collectively underscore Kebbi State’s readiness to sustain recruitment gains, progressively close the staffing gap, and remain compliant with HOPE-GOV requirements while also addressing broader educational needs across all levels.

## 5. PROGRESS ON FILLING STAFFING GAPS

### 5.1 GAP CLOSURE ANALYSIS AND TARGET ACHIEVEMENT

The baseline mapping exercise revealed that Kebbi State faced a severe shortage of teachers across primary and junior secondary schools, with over 3,024 primary school teacher positions vacant and 1,091 junior secondary positions unfilled. Against this backdrop, the recruitment of 400 teachers between July 2025 and February 2026 represents a significant milestone in the state's multi-year recruitment plan. This intervention has directly reduced the primary school teacher gap by 15%, thereby meeting the minimum target set under DLI 5.1. The conversion of 150 volunteers into permanent staff further strengthens the teaching workforce, ensuring continuity and stability in classrooms that previously relied on temporary arrangements.

The progress achieved so far demonstrates that Kebbi State is on track to meet the stretch target of 20% gap closure, although further recruitment will be required to sustain momentum. The table below illustrates the baseline gaps, recruitment actions taken, and the remaining deficits. It shows that while primary education has benefited most from the current recruitment drive, junior secondary schools and rural LGAs remain areas of concern. The evidence of achievement is supported by payroll records and deployment lists, which confirm that the newly recruited teachers have been absorbed into the system and equitably deployed across Local Government Areas. This analytical comparison highlights both the successes and the outstanding challenges, underscoring the need for continued investment and policy support to fully close the staffing gap.

Category	Baseline Gap	Recruited/Converted	Remaining Gap	% Gap Closed
Primary School Teachers	3,024	400	2,200	15%
Junior Secondary Teachers	1,091	671	420	61%
Senior Secondary Teachers <sup>1</sup>		575	-	100%
<b>Total</b>	<b>4,114</b>	<b>1,646</b>	<b>2,620</b>	<b>39%</b>

## 7. KEY CHALLENGES AND MITIGATION MEASURES

The recruitment exercise in Kebbi State faced several bottlenecks that slowed down progress despite achieving the minimum 15% gap closure. One of the most pressing challenges was the limited pool of qualified applicants willing to take up postings in rural and hard-to-reach LGAs. Poor infrastructure, limited amenities, and the remoteness of these areas discouraged candidates, leaving some schools understaffed even after new recruits were added. Geographic deployment also posed difficulties, as balancing teacher distribution between urban centers and remote

<sup>1</sup> The state is aware that the HOPE-GOV project is primarily focused on basic education teachers (pre-primary, primary, and junior secondary). However, the inclusion of senior secondary recruitment reflects Kebbi State's broader commitment to strengthening the entire education system, ensuring continuity and progression for learners across all levels.

communities required constant adjustments and redeployment. These challenges highlighted the structural barriers to achieving equitable deployment across the state.

Financial constraints further compounded the situation, as budgetary allocations were stretched to cover salaries, training programmes, and deployment logistics. This left limited resources for incentives and reduced the scope of capacity-building initiatives, affecting the quality of professional development available to teachers. To mitigate these issues, Kebbi SUBEB, in collaboration with the Ministry of Education and the State Ministry of Finance, introduced rural posting incentives, reallocated funds to prioritize teacher salaries, and engaged communities to support teacher retention. These measures are helping to stabilize the workforce, sustain recruitment gains, and ensure that progress toward closing the staffing gap continues despite the financial and geographic challenges.

## 8. NEXT STEPS AND FORWARD PLAN

Building on the progress achieved with the recruitment of 1,646 teachers in 2025, Kebbi State through the Ministry of Basic and Secondary Education and SUBEB intends to recruit an additional 300 teachers in 2026 to further close the staffing gap and move toward the stretch target of 20 percent gap closure under DLI 5.1.


The forward plan emphasizes strengthening recruitment systems by adopting digital platforms to streamline applications and improve transparency, enhancing capacity-building programmes to improve teacher quality, and sustaining gains through continuous monitoring and equitable deployment. Particular attention will be given to underserved and rural Local Government Areas to reduce disparities in access to quality education. While the HOPE-GOV Programme is primarily focused on basic education teachers, Kebbi State will continue to maintain broader commitments to senior secondary staffing to ensure continuity across the education system. These measures will help the state maintain compliance with programme requirements while progressively achieving full staffing coverage across all levels.

## 9. CONCLUSION

The recruitment of 1,646 teachers in 2025 marks a significant milestone in Kebbi State's effort to close the staffing gaps identified in the baseline mapping report. By achieving 15 percent closure in primary schools, 61 percent in junior secondary schools, and 100 percent in senior secondary schools, the state has surpassed the minimum requirement under DLI 5.1 and demonstrated strong government commitment and institutional capacity. While the HOPE-GOV project is primarily focused on basic education teachers, Kebbi State's decision to also address senior secondary staffing reflects a broader vision of strengthening the entire education system.

This achievement reflects not only progress in numbers but also in equitable distribution, as teachers have been strategically deployed across urban and rural LGAs to reduce disparities in access to quality education. The analysis shows that while substantial progress has been made, gaps remain in primary and junior secondary schools, particularly in rural communities where recruitment bottlenecks and financial constraints continue to pose

challenges. The government's proactive mitigation strategies, including rural posting incentives, budget reallocation, and community engagement, are beginning to stabilize the workforce, but sustained investment and policy support will be required to reach the stretch target of 20 percent and ultimately achieve full staffing coverage. Overall, Kebbi State has made commendable progress in reducing teacher gaps and remains firmly committed to strengthening its education system, ensuring readiness for IVA verification, and laying a strong foundation for continued improvement in teacher recruitment and deployment.

 19<sup>th</sup> February, 2026

**Approved by:**  
Hon. Commissioner,  
Kebbi State Ministry of Basic and Secondary Education

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**Annexes**

- List of recruited/redeployed staff