

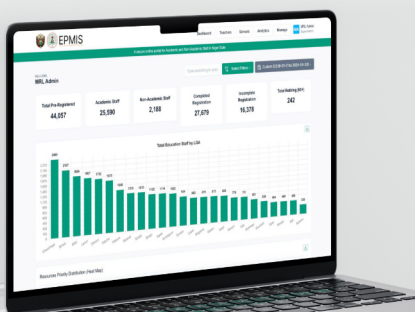


TENS II



Transforming Education in Niger State
Federal Republic of Nigeria

7TH EDITION



Editorial



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Progress in Motion: Driving Education Transformation Through Systems and People

This 7th Edition of the Transforming Education in Niger State (TENS II) Newsletter captures a period of commendable progress across Niger State's education sector, with a strong focus on implementation, collaboration, and the people driving transformation at every level.

A central feature of this issue is the commencement of the **Education Personnel Management Information System (EPMIS)**. As highlighted in this edition, the registration process has gained significant momentum, with thousands of education personnel already captured on the platform. As of 30th April 2026, a total of **27,353** academic and non-academic staff have successfully completed their registration on the EPMIS Portal, while **44,328** staff have pre-registered within the system—marking a notable milestone in the ongoing drive towards comprehensive personnel data management and the deployment of technology-driven solutions within the education sector.

This edition, which covers the first quarter of the year, highlights key developments and practical challenges encountered during implementation, including verification issues and digital access constraints. It also outlines the steps being taken to address these challenges, while drawing important lessons to support the continued scaling of the system.

Importantly, this edition also highlights the implementation and stakeholder engagement efforts underpinning the programme. The role of the Nigeria Union of Teachers in supporting the EPMIS exercise stands out, with strong leadership at both the State and Local Government levels helping to drive awareness and participation. The feature on Kontagora Local Government Area offers a clear example of how local engagement and hands-on support can translate into real progress on the ground.

Beyond EPMIS, this issue also reflects broader efforts to strengthen the education system. The commissioning of the Early Childhood Care, Development, and Education (ECCDE) Laboratory School at the Niger State Teachers Development Institute (NSTPDI) highlights ongoing investment in early childhood education, while also reinforcing the importance of practical and innovative approaches to learning. In addition, recognition at the SME Cambridgeshire Business Awards provides an opportunity to reflect on the wider impact of programmes, such as TENS II, and the role in which this initiative plays in

shaping education transformation.

Across all these stories a common theme emerges. Progress in education transformation is not driven by systems alone, but by the collaboration, commitment, and leadership of those responsible for implementing them. From policymakers, state official stakeholders to teachers and union representatives, each plays a critical role in ensuring that reforms are not only designed, but delivered effectively.

As implementation continues, the focus remains on building on the gains recorded so far, addressing challenges as they arise, and maintaining momentum across all levels. The work captured in this edition reflects a system that is evolving, learning, and moving steadily toward more effective and responsive education through a transformed educator sector.



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Strengthening Coordination for Education Reform

Key Outcomes from the TENS II Committee Meeting



The Transforming Education in Niger State (TENS II) Programme Committee Meeting was held on 2 February 2026 at the Niger State Ministry of Basic and Secondary Education (MOB&SE). The meeting brought together representatives from key education bodies, including members from MOB&SE, the Niger State Universal Basic Education Board (NSUBEB) led by Chairman **Liman Ibrahim Alhaji**, and represented by Data Analyst, **Salawu Simon A.** and EMIS Technical Officer, **Yusuf Baba**. Also in attendance were the Niger State Senior Secondary School Education Board (NSSSEB) chaired by **Alhaji Shehu Nafutuwa** and represented by the Secretary of the Board, **Dr. Umar A. Egbako** and Local Government Education Authorities, Project Manager **Hon. Aliyu E. Mohammed**. MRL® Public Sector Consultants (MRL®) led by the Executive Director, **Dr. Roni Ajao**, were also present. The session focused on reviewing progress under the TENS II Programme and aligning ongoing work with the Ministry's priorities for the education sector.

The meeting was opened by the Honourable Commissioner for the MOB&SE, **Dr. Hadiza Asabe Mohammed**, who welcomed participants and highlighted the importance of collaboration in strength-



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ening education delivery across the State. The Honourable Commissioner noted that the engagement provided an opportunity to better understand, and mark progress made so far on the TENS II Programme and to address any outstanding issues in relation to Education Personnel Management Information System (EPMIS).

Following the opening remarks, **Dr. Roni Ajao**, delivered a presentation with an update on TENS II programme activities and recent developments within the State's education sector. The presentation also referenced international engagements linked to the 80th Session of the United Nations General Assembly, where Niger

State's education reform efforts were shared with global stakeholders and recognised for its commitment and dedication to the promotion of a culture rooted in peace, human rights, economic growth and sustainable development for the **New Niger 2055**. These engagements continue to support the State's efforts to attract partnerships and investments in sub-national regions such as Niger State.

A key highlight of the meeting was the update on EPMIS. Participants were briefed on the previously held EPMIS pilot testing, lessons learned during the process, and improvements introduced to ensure easy registration for both academic

and non-academic staff.

Dr Ajao further announced the successful integration of the National Identity Number (NIN) verification system, following a formal application to the National Identity Management Commission, under the leadership of its Director **General, Engr. Abisoye Coker Odusote**. The integration process, which spanned over a year, involved a series of strategic engagements, consultations, and technical discussions. While the process was extensive, it represents a significant milestone in the finalisation of the EPMIS portal. The incorporation of NIN verification serves as a critical component of the system, ensuring the authenti-

city, reliability, and accuracy of personnel records for both teaching and non-academic staff across all schools in Niger State.

The meeting also introduced the Pupil and Student Registration Information Management System (PSRIMS), known as PRISMS, a system developed to complement EPMIS. This initiative is expected to be part of security measures to safeguard children, improve student tracking, strengthen data management, monitor student performance based on a yearly progress reviews and support more effective education planning.

Discussions during the session also revisited key directives from **His Excellency, Mohammed Umaru Bago, the Executive Governor of Niger State** including, the importance of ensuring that all education stakeholders work in alignment with the report on the ***‘Overarching and Specific Recommendations on the way forward in the Education Sector’ (TENS II 2024)*** developed by MRL® to guide education transformation in Niger State. The engagement provided a platform for the resolution of team challenges, and an opportunity for constructive dialogue on ways for better collaboration and communication going forward. Participants shared perspectives on strengthening coordination between the Ministry, its agencies and MRL®, to ensure that state priorities in relation to the education transformation are achieved and sustained over time. On that note, the Honourable Commissioner requested for a collaborative approach to build internal capacity for the sustainability of TENS II initiatives.

As the meeting concluded, attention turned to the next phase of implementation. Plans were discussed for sensitisation activities and the roll out of EPMIS across schools in the coming weeks. These steps represent an important milestone in providing reliable data systems and improving governance within the education sector. The engagement reaffirmed the shared commitment of the Niger State Government, MOB&SE, and MRL® to advancing reforms that support outcomes for learners across the State.







ECCDE Laboratory School Commissioned at NSTPDI

First Lady of Niger State Reviews Progress of the Every-School-a-Farm Initiative

The Niger State Teachers Professional Development Institute (NSTPDI) hosted a significant event on 4 February 2026 with the commissioning of the Early Childhood Care, Development, and Education (ECCDE) Laboratory School and a review of the Every-School-a-Farm Initiative. The engagement brought together key education stakeholders to highlight ongoing efforts aimed at improving foundational learning and promoting practical skills development among students.

The event was led by the Director General of Education and School Reforms, **Hajiya Maimuna Mohammed**, who welcomed guests and provided an overview of the reforms currently being implemented within the education sector. The newly established ECCDE Laboratory School is intended to serve as a model learning environment that demonstrates best practices in early childhood education while supporting the professional development of teachers.

The school was formally commissioned by **Her Excellency, Fatima Mohammed Bago, the First Lady of Niger State** who emphasised the importance of investing in early childhood education as the foundation for long-term learning and development. In her remarks, she noted that experiences during the early years play a critical role in shaping a child's confidence, curiosity, and future success. The laboratory school, she explained, represents a commitment to providing young learners with a supportive and child-centred learning environment.

Also present at the event was the Honourable Commissioner for Basic and Secondary Education,



Dr. Hadiza A. Mohammed, alongside other education stakeholders.

The event also included a review of the Every-School-a-Farm Initiative, a programme designed to introduce practical agricultural activities within schools by having a dedicated space to conduct farming activities, such as growing various fruits and vegetables. The initiative aims to promote entrepreneurship, teamwork, and responsibility among students while encouraging a deeper appreciation for the value of productive work.

As part of the programme, the

First Lady was taken on a guided tour of the ECCDE Laboratory School facilities and classrooms. The visit also provided an opportunity to highlight broader reform efforts being implemented under the leadership of **His Excellency, Mohammed Umaru Bago**, including initiatives that support entrepreneurship education and improve learning environments across schools in the State, which also fall under the umbrella of the TENS II Programme.

Students from Old Airport School also presented farm produce from their school farm, demonstrating the practical im-

pact of the Every-School-a-Farm Initiative. The presentation highlighted how the programme is helping learners develop hands-on skills while reinforcing values such as collaboration and innovation.

The commissioning of the EC-CDE Laboratory School and the continued implementation of the Every-School-a-Farm Initiative reflect ongoing efforts to strengthen both foundational learning and practical education in Niger State. The initiatives also highlight the role of NSTPDI in supporting teacher development and promoting innovative approaches to education across the State.

EPMIS Launch Marks Major Step Toward Data-Driven Education Management

A Consultation with The EMIS department



The Education Personnel Management Information System (EPMIS) was officially launched on 2 March 2026. The initiative is a key component of the Transforming Education in Niger State (TENS II) Programme, which marks an important step towards improving the management of education personnel across Niger State, Federal Republic of Nigeria, by providing a reliable digital system for capturing, reviewing and managing workforce data across the public education sector.

Following the launch, a consultation was held with the Education Management Information System (EMIS) Department of the Niger State Ministry of Basic and Secondary Education (MOB&SE) on the 26th of March 2026, to review progress on the implementation of EPMIS. The consultation was attended by the Director of EMIS, **Abdullahi A. Musa**, alongside key members of the department, including **Ibrahim Abdullahi Mohammed**, **Mohammed K. Yahaya** and **Musa Abdullahi Zhuru**. Also present was Principal Consultant, **Mr Adayi Peterside**, from MRL® Public Sector Consultants (MRL®).

During the consultation, Mr Peterside provided a detailed demonstration of the EPMIS digital platform, highlighting its key features and the level of workforce information it is designed to capture. The platform has been developed to provide a centralised database for all teaching and non-teaching staff in public schools, supporting the wider digitalisation and improvement of Niger State's education system.

Mr Peterside demonstrated how the platform provides a clear analytical view of teaching and non-teaching staff numbers, subject specialisations, school locations, professional qualifications, employment records, training history, and deployment details to mention a few.

The results of this exercise will then enable the State Government to have a live and visual map of the State's current position within the education system, in terms of its teaching and non-teaching workforce at all school levels excluding tertiary level. EPMIS will enable the State to prioritise the needs of academic and non-academic staff, address existing shortfalls in teaching provision, review teachers' skills, education and capabilities, and track teacher deployment to mention a few.

The EMIS Department expressed strong appreciation for

the progress made so far and noted that the platform reflects the type of data-driven system the Ministry of Basic and Secondary Education seeks to achieve. The Director of EMIS, Abdullahi A. Musa, observed that EPMIS is already helping to address long-standing challenges in education personnel management by bringing together reliable information that can guide policy and planning. Members of the EMIS Department also commended the structure of the dashboard, particularly its ability to present detailed indicators on workforce distribution, qualifications, subject coverage and school-level personnel data.

By consolidating staff information in a secure digital system, the State Government will be better positioned to plan teacher recruitment, track promotions and transfers, address gaps in teaching and non-teaching provision, review teachers' skills and capabilities, and

monitor staff deployment across schools.

Beyond strengthening administrative records, EPMIS also provides a channel through which teachers' experiences and professional needs can inform education planning. The platform creates a medium for teachers' to express their development requirements, enabling future decisions made by the State Government to be grounded in the realities of schools and classrooms.

Overall, EPMIS responds to the growing need for a reliable data management system to support education reform in Niger State. The platform is expected to enhance transparency, efficiency and long-term planning across the State's schooling structures. The initiative marks a significant step towards building a more accountable, data-driven and responsive education system.





NUT Support Boosts EPMIS Progress Across Niger State

Nigeria Union of Teachers Chairmen Play Key Role in Driving Awareness and Engagement

Stakeholders across Niger State's education sector recently convened to review progress on the Education Personnel Management Information System (EPMIS), a key initiative designed to modernise how the State understands and manages its education workforce. Led by **Dr Roni Ajao, Executive Director of MRL® Public Sector Consultants (MRL®)**, the session was held at the Nigeria Union of Teachers (NUT), Teachers House Chanchaga Road. In attendance was the **NUT Chairman, Comrade Akayago Adamu M.**, and key members of NUT, including the **State Secretary, Umaru Musa K, State Treasurer, Garba Sani, State Cooperative Officer, Usman Idris, Branch Chairman Chanchaga, Hussaini Shaba Ibrahim, Branch Chairman Bosso, Umar A. Sarki and ICT Officer IBB Primary School, Yahuza Ahmed.** As part of the MRL® team, key members at the meeting included **Principal Consultant, Mr Adayi Peterside, Associate Consultant and Executive Assistant, Sonia Okechukwu, Human Resources Manager, Ninma Angulu and Photographer and Videographer, Samuel Fajuyi and Micheal Aderemi.**



The meeting provided more than just a technical update. It offered a clear picture of how the State is gradually moving from fragmented, manual records to a centralised and digital data-driven system capable of transforming planning, accountability, and decision-making in education.

Since its inception in 2024, the project, originally known as the Teacher Digitisation Project, has evolved significantly in both scope and ambition. Now

encompassing both academic and non-academic staff, EPMIS is positioned as a foundational tool for building a more transparent and efficient education system.

During the meeting, stakeholders were taken through a live demonstration of the platform and dashboard. At the time of this story the system, which is already capturing real-time data, has recorded **30,344 pre-registrations**, with **17,100 staff completing the process**. For the

first time, decision-makers are able to view detailed insights at the click of a button, including staff distribution across Local Government Areas, years of service, qualifications, and workforce composition to mention a few.

While progress has been encouraging, the discussions also highlighted the realities of implementing a system of this scale. NIN verification challenges remain the most significant bottleneck, with issues such

as name mismatches, incorrect dates of birth, and system errors preventing many users from completing registration. Alongside this, practical constraints—including limited digital literacy, lack of access to smartphones, and unstable internet connectivity—continue to affect participation, particularly in more remote areas.

To address these challenges, the EPMIS project team has put in place multiple support mechanisms, including a dedicated hotline, a complaint form integrated into the platform, and follow-up support via WhatsApp and email. These efforts are already yielding results, with hundreds of user issues resolved and continuous updates made to the system—most notably through the addition of over 500 previously unlisted schools.

Following deliberations, it was agreed by all parties the deadline of Wednesday 25 March 2026 be extended to Tuesday 31 March 2026. The Niger State NUT reaffirmed its commitment to intensifying mobilisation efforts to ensure wider participation at the grassroots level.

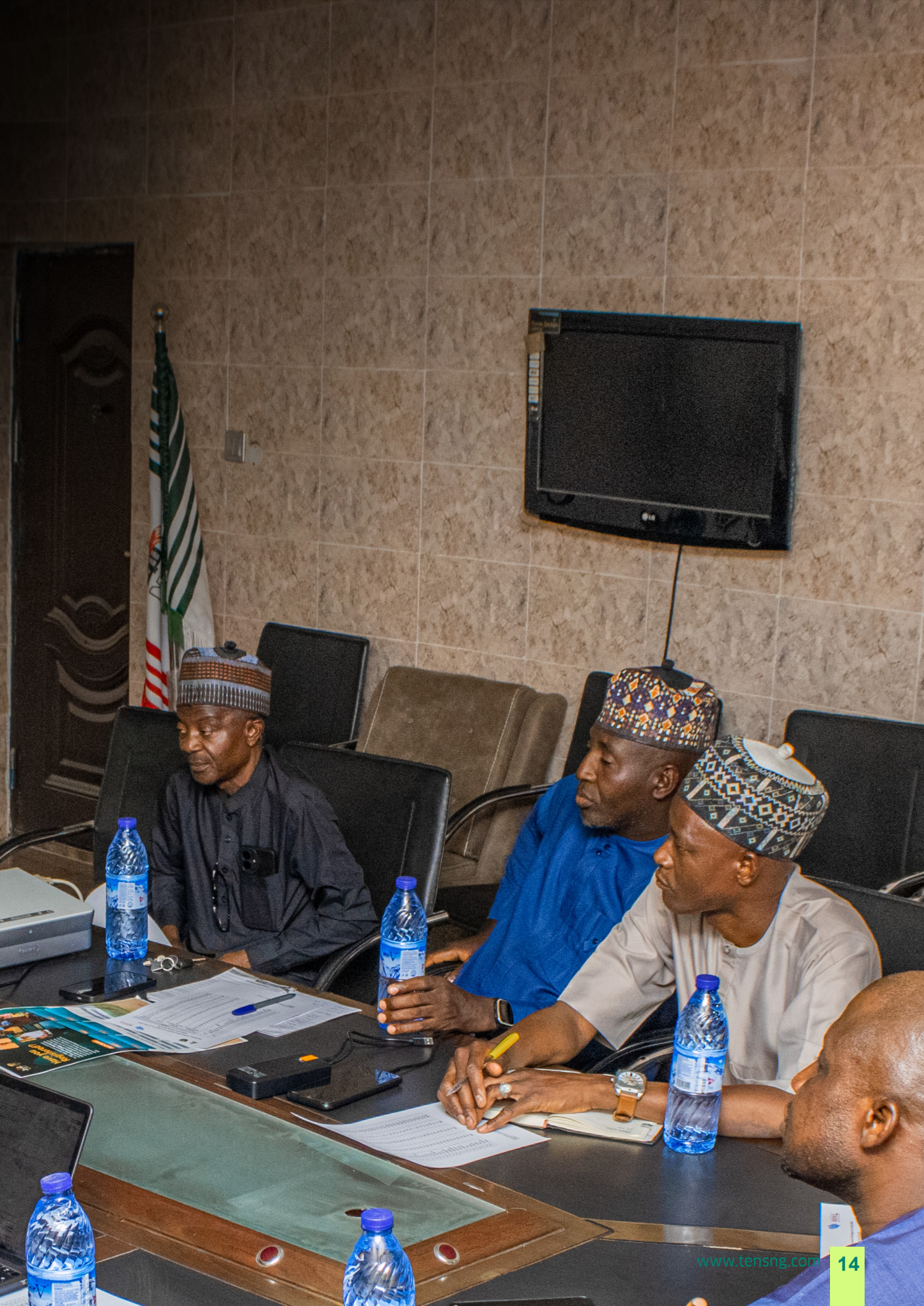
Importantly, the meeting also looked beyond EPMIS. Plans are already underway to introduce the Niger State Pupil and Student Registration Information Management System (PRISMS), which will integrate with EPMIS to create a unified digital education ecosystem. Future enhancements, including teacher training modules hosted on the platform, further signal a long-term vision for continuous improvement in the sector.

In reflecting on the initiative, the NUT Chairman described EPMIS as **‘the best project ever**

so far in Niger State’, citing it as one of the most beneficial education data exercises for the Niger State Government and noting that previous attempts to conduct a similar exercise had fallen short due to inefficiencies and lack of accountability. This time, however, the use of digital verification and individual registration is helping to ensure accuracy and credibility.

As the State approaches the final phase of implementation, EPMIS stands as a critical step towards a more structured, transparent, and data-driven education system—one that not only captures the present reality of the workforce but also lays the foundation for future reform.





MRL® Public Sector Consultants Ltd Recognised as Finalists in SME Cambridgeshire Business Awards 2026

Recognition Highlights Impact of TENS II Programme in Niger State



MRL® Public Sector Consultants (MRL®) has been recognised as finalists in the SME Cambridgeshire Business Awards 2026, in three renowned categories: Positive Impact Award, Best Enterprising Business Award and the Business Woman of the Year Award. Throughout 2025, MRL® has been intentional about its education programme activities in Niger State, in which the company received recognition for its impact late last year, by achieving the Change-makers Award from the Journalist and Writers Foundation in association with the United Nations Department of Global Communications and its 56 partners. The award was received in the margins of the United Nations General Assembly’s 80th Session, October 2025.



This year, the SME Business Awards sets out to celebrate the achievements of small and medium-sized enterprises in the United Kingdom, across a range of sectors, recognising organisations that demonstrate innovation, strong leadership, and meaningful contributions to society. The final is scheduled to take place later this year, in June 2026, where final-

ists from across Cambridge-shire will be invited to the finals and be awarded and recognised for their work.

MRL® has been shortlisted as finalists in categories including the Positive Impact Award, with its application centred on the Transforming Education in Niger State (TENS II) Pro-

gramme. The programme represents one of the most significant education transformation initiative in the Federal Republic of Nigeria, focused on strengthening access to education, improving quality, and enhancing governance across the education system.

Through TENS II, MRL® has sup-



ported the Niger State Government in identifying systemic challenges within the education sector and subsequently developing practical, evidence-based solutions to address them. This has included large-scale data collection across all 25 local government areas, the development of specific recommendations, and the design and implementation of digital systems

such as the Education Personnel Management Information System (EPMIS) to mention a few.

The programme has also contributed to broader reforms, including initiatives focused on teacher development, school safety, infrastructure improvements, and increasing access to education, particularly for un-

derserved communities. These efforts reflect a commitment to ensuring that policy is not only developed but effectively implemented to deliver tangible outcomes.

MRL® was also recognised in the Businesswoman of the Year category, with **Dr. Roni Ajao, Founder and Executive Director of MRL®**, named as a final-





ist. The nomination reflects her leadership in driving complex public sector programmes, including TENS II, and her continued focus on ensuring that strategy is translated into practical, sustainable outcomes.

At the core of all applications is a shared focus on delivering sustainable, evidence-based solutions that improve public

sector performance and outcomes. The recognition from the SME Cambridgeshire Business Awards therefore not only reflects commendable organisational achievement but also the broader impact of programmes such as TENS II.

As the awards ceremony approaches, the nomination presents a significant opportunity to recognise the excep-

tional vision of **His Excellency, Mohammed Umaru Bago, Executive Governor of Niger State** and his laudable ambition to improve the education sector.

This growing international recognition plays a critical role in highlighting the transformation being made in the Niger State education sector.

EPMIS Progress Accelerates with Strong Support from the Nigeria Union of Teachers in Niger State

The ongoing implementation of the Education Personnel Management Information System (EPMIS) continues to gain momentum across Niger State, with growing participation from education personnel in the statewide digital registration process. As registration progresses, the support of key stakeholders has played an important role in encouraging awareness, strengthening trust, and ensuring active participation among teachers and school staff.

Among those who have been instrumental in supporting the programme is the Chairman of the Nigeria Union of Teachers in Niger State, **Comrade Adamu Mohammed Akayago**. Throughout the rollout of EPMIS, he has been a strong advocate for the initiative and has taken several proactive steps to help promote the project across the State.

As part of these efforts, he has facilitated the production of radio jingles aimed at raising awareness of the EPMIS exercise among education personnel. He also worked closely with education stakeholders to mobilise support and encourage

teachers to take part in the registration process.

Beyond these outreach efforts, Comrade Akayago has personally engaged with educators and officials across all twenty-five Local Government Areas, helping to ensure that the purpose and implementation of the initiative are clearly understood and achieved. His commitment and hands-on involvement have contributed significantly to building confidence in the system and encouraging broader participation among education personnel.

Following his intervention, the number of registered teachers and non-academic staff increased significantly, with a total of **5,356** education personnel registering in one day. Comrade Akayago has been a true asset to the awareness campaign.

The EPMIS platform was introduced to create a comprehensive and reliable database of teaching and non-teaching staff across public schools in Niger State. By collecting accurate information on qualifications, experience, and deployment, the system is expected

to support better workforce planning and strengthen evidence-based decision-making within the education sector.

Special Mention: Leadership Driving Progress in Kontagora

At the local level, strong leadership has also played an important role in encouraging participation. A notable example is **Sa'ad Yusuf Tahir**, Chairman of the Nigeria Union of Teachers in Kontagora Local Government Area.

Comrade Tahir has been actively encouraging teachers and education personnel within the LGA to complete their registration, regularly calling on colleagues to take part in the exercise and highlighting the importance of being captured within the system.

Thanks to his dedication and consistent engagement, Kontagora emerged as the leading Local Government Area in the ongoing EPMIS exercise. His efforts continue to inspire colleagues and boost participation, demonstrating the important role that local leadership can play in the successful implementation of education

transformation initiatives.

Together, the support of the Nigeria Union of Teachers and its leadership across the State reflects the strong collaboration that is helping to drive the continued progress of the EPMIS project.



Interview with the Kontagora NUT Chairman as he Supports EPMIS Registration Efforts

Driving Participation at the Local Level

As the rollout of the Education Personnel Management Information System (EPMIS) continues across Niger State, local leadership has played an important role in driving participation among teachers in Kontagora, Local Government Area. The Kontagora Chairman of the Nigeria Union of Teachers, **Sa'ad Yusuf Tahir**, has been at the forefront of efforts to ensure that teachers are registered on the platform. In an interview with Comrade Tahir he describes the actions taken to mobilise teacher engagement.

To kickstart the process, Comrade Tahir convened meetings with key stakeholders, including the executives of the Association of Primary School Head Teachers of Nigeria (AOPSHON) and the All Nigeria Confederation of Principals of Secondary Schools (ANCOPSS), to raise awareness about EPMIS and emphasise its importance.

Through this engagement, school leaders were encouraged to mobilise teachers and ensure that registration was

completed across the Local Government Area.

Despite the strong response, the process was not without challenges. According to him, some teachers did not have access to smartphones, while others did not have devices at all. To address this, Comrade Tahir and his team provided guidance and support to local teachers. In some cases the team accompanied teachers to internet cafés to complete their registration. There were also technical challenges, including issues with Teacher-Control Numbers required for registration. In such cases, practical solutions were introduced to ensure that the process could continue without delays.

Motivating participation, however, proved to be less difficult. Drawing from past experiences, particularly around payroll and screening exercises, many teachers understood the importance of being properly captured in official systems. This awareness helped encourage



those who were initially slow to register, as teachers recognised that participation was necessary to avoid being left out.

Reflecting on the system, Comrade Tahir expressed confidence in the potential of EPMIS to improve the education sector. He noted that the platform provides a structured way to capture accurate information about teachers, while also giving each individual a form of identification that can support verification and administrative processes.

He also acknowledged the role that initiatives like EPMIS can play in strengthening accountability between teachers and the government. At the same time, he observed that while teachers remain hopeful about reforms, many are looking forward to seeing tangible improvements in the sector. Despite this, he emphasised that teachers are willing to engage with such initiatives, even when the process is challen-

ging, in the hope that it will lead to positive change.

The experience in Kontagora highlights the importance of local leadership in supporting statewide reforms. Through consistent engagement and practical support, efforts at the local level continue to strengthen participation and contribute to the overall progress of the EPMIS project.

The MRL® team would like to give special thanks to the Kontagora NUT Chairman as Kontagora was the first and the leading LGA in the EPMIS registration process for two weeks.



EPMIS Registration Gains Momentum Across Niger State

Progress Highlights Growing Participation and Key Lessons from Implementation



The Education Personnel Management Information System (EPMIS) registration process continues to make steady progress across Niger State, with increasing participation from teachers and education personnel. At the time of writing this story, there were **35,928 teachers had completed the pre-registration** process, of this number **22,063 had successfully completed the registration process**, reflecting growing awareness and engagement with the platform. There is a current estimation of **approximately 44,057 staff working in schools**, comprising of teachers and non-academic staff across the state, however once finalised, EPMIS will give a precise and accurate number of the aforementioned staff members in education working within the state.

The EPMIS registration process is designed to capture accurate and up-to-date information on both teaching and non-teaching staff across all public schools in the 25 Local Government

Areas of Niger State. Registrants are required to provide personal details, facial capturing, professional qualifications, and employment information, all of which contribute to building a central and reliable database of verified personnel for workforce management within the education sector.

A key feature of the platform is the inclusion of a section where teachers are able to highlight and prioritise their needs within the education system including the provision of school textbooks, IT equipment, classroom infrastructure, science laboratories, and WASH facilities to mention a few. This provides an important opportunity for educators to share their perspectives, helping to ensure that future policies and interventions are informed by the realities within schools and that they are involved in the transformation process. As mentioned above, EPMIS not only strengthens data management but also creates space for teachers' voices to be reflected in key sectorial decision-making.

While progress has been encouraging, the implementation process has also revealed a number of challenges. One of the most significant has been issues related to National Identification Number verification, including mismatches in names, discrepancies in dates of birth, and errors within existing records. This highlights the strength of the system in revealing discrepancies, which enables the State Government to have a reliable dataset of personnel information. Despite these challenges, the NIN verification is a key and critical component of the system, as it helps to ensure the accuracy and integrity of the data being collected.

Other challenges have included difficulties with email verification and password access, particularly where registrants used inactive email addresses or were unable to retrieve verification messages. In addition, some teachers have faced limitations related to digital skills, access to smartphones, and internet connectivity, which have slowed down the registration process in certain areas. In these circumstances, the TENS II Committee Team have asked all teachers and non-academic staff to call the EPMIS Project Team for support, seek the assistance of local EMIS officers and/or colleagues or use the facilities of nearby cyber cafes.

There have also been instances



of incorrect school selection during registration, often due to concerns about deadlines or incomplete school listings. In such cases, mechanisms have been put in place to address and correct these issues as they are reported. Similarly, adjustments have been made to accommodate variations in teacher registration details, including differences in TRCN number formats and the absence of control numbers for some personnel.

Despite these challenges, ongoing support and engagement efforts have helped sustain momentum. Education stakeholders at both state and local

levels continue to encourage personnel to complete their registration, particularly those who have started but not yet finished the process.

The progress recorded so far highlights both the scale of the exercise and the importance of sustained collaboration in its implementation. As registration continues, EPMIS is expected to play a key role in strengthening data systems, improving workforce planning, and supporting more effective decision-making across Niger State's education sector.

Interview with the EMIS Department

Niger State Ministry of Basic and Secondary Education

Following a consultation with the Education Management Information System (EMIS) Department from the Niger State Ministry of Basic and Secondary Education (MOB&SE), team members from MRL® Public Sector Consultants (MRL®) hosted an interview session with key members of the EMIS department to discuss their view on the progress of the Education Personnel Management Information System (EPMIS) thus far. Present in the interview was the Director of EMIS, **Abdullahi A. Musa**, and key members of EMIS, **Ibrahim Abdul-lahi Mohammed**, **Mohammed K. Yahaya** and **Musa Abdullahi Zhuru**.

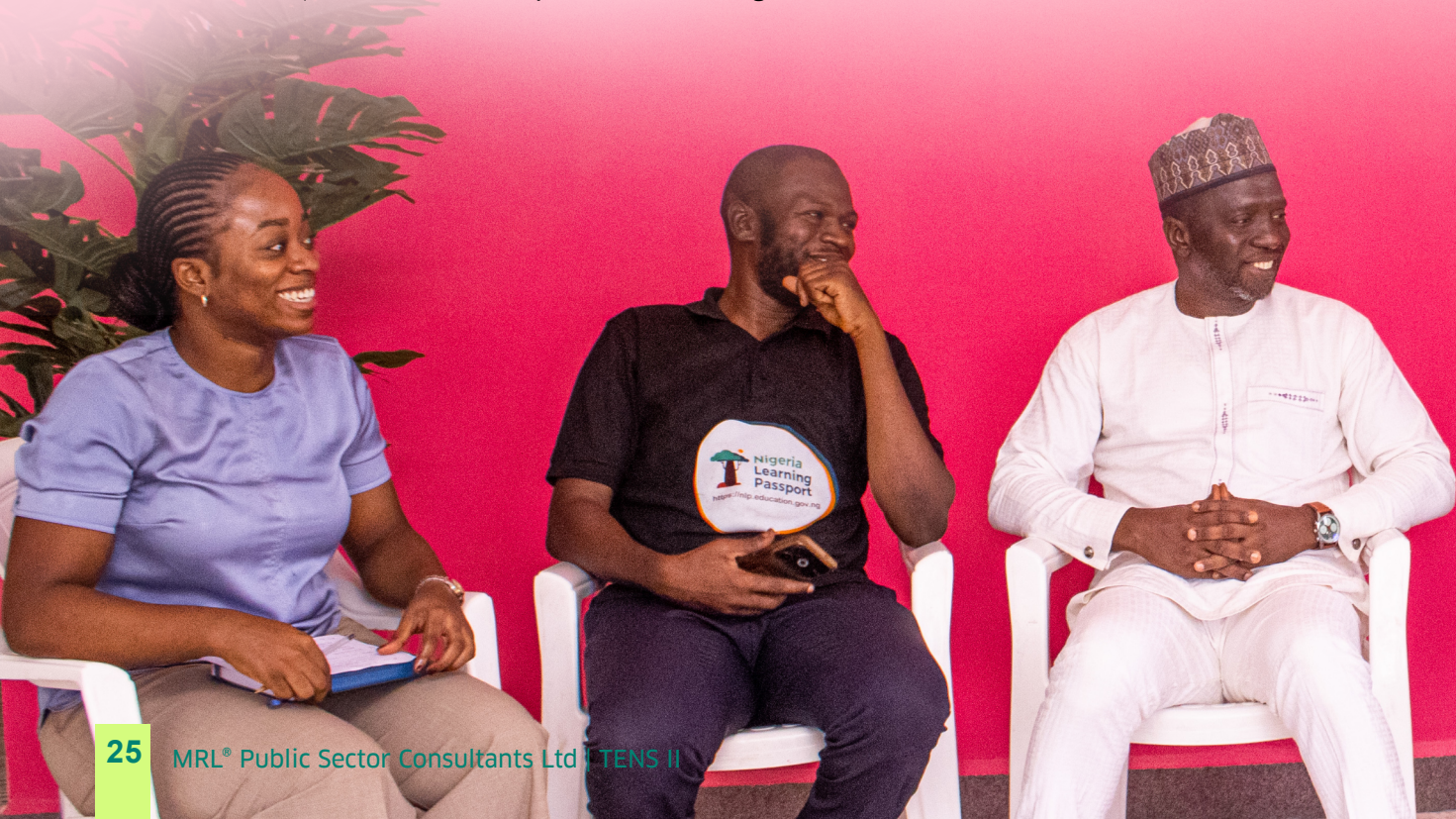
Hosting the interview were **Sonia Okechukwu**, Executive As-

sistant and Associate Consultant, and **Ninma Angulu**, Human Resources Manager at MRL®.

The interview commenced with questions focused on the overall perception and impact of EPMIS. The Director of EMIS noted that the ongoing activities are expected to drive meaningful impact across both basic and secondary levels of education. He referenced an earlier engagement with MRL®'s technical consultants, **Mr Adayi Peterside**, during which he reviewed the analytics of the EPMIS project to date. According to the Director, the platform is already integrating solutions to long-standing challenges within the education sector, particularly in relation to education personnel management in Ni-

ger State.

Further discussions explored the expected outcomes of the EPMIS project, as well as teachers' responses and overall sentiment towards the initiative. In addressing expected outcomes, **Mr. Mohammed** emphasised the robust structure of the EPMIS dashboard, which provides a comprehensive breakdown of key indicators across the education sector, including workforce numbers, subject specialisations, school locations, and professional qualifications, among others. He noted that the platform supports effective decision-making through the quality and depth of data captured.



In support of this, **Mr. Yahaya** highlighted that the EPMIS project aligns with the type of data-driven insights the Ministry of Basic and Secondary Education (MOB&SE) aims to achieve, describing the analytics presented to the EMIS Department as “superb.” He further noted that teachers have responded positively to the initiative, commending MRL® for what he described as a “wonderful initiative,” with the expectation that it will be sustained over time.

Looking ahead, the MRL® team discussed approaches to ensuring the long-term sustainability of the EPMIS project. **Mr. Musa Abdullahi** emphasised the importance of strong collabora-

tion with the MOB&SE to enable continuous monitoring and evaluation of the platform. The Director added that EPMIS should be embedded within the Ministry’s planning processes, particularly as part of the Medium-Term Sector Strategy (MTSS), to ensure alignment with broader policy development and implementation frameworks.

He also highlighted the need to assign dedicated desk officers across the Ministry and its agencies to ensure that the platform remains regularly updated. Furthermore, he underscored the importance of managing EPMIS through a unified and coordinated approach among key education stake-

holders, to guarantee its efficient operation and long-term effectiveness.

In concluding the interview, the Director reflected on the future of education in Niger State, noting that the TENS II Programme provided a foundational baseline for data collection within the sector. He emphasised the critical role of data management and acknowledged the significant contributions of MRL®, describing its engagement in Niger State as “the right step at the right time” for advancing the education sector.



Strengthening Identity Verification:

Inside the Engagement Between MRL® and the National Identity Management Commission in Niger State



As part of ongoing efforts to strengthen identity verification and enhance data integrity within the Education Personnel Management Information System (EPMIS) registration process, MRL® Public Sector Consultants (MRL®) engaged with officials from the Niger State office of the National Identity Management Commission (NIMC). The meeting focused on the statewide implementation of the EPMIS project, with particular emphasis on the integration of National Identity Number (NIN) verification.

The MRL® team was led by the Executive Director and Education Consultant to the Niger State Government, **Dr Roni Ajao** alongside **Adayi Peterside**, Principal Consultant, **Osasuyi Iyere**, Social Media Manager, and **Micheal Aderemi**, Photographer and Videographer.

Key members from NIMC included, **Aisha Yaya Mohammed**, State Coordinator and other team members present including **Ajakaiye Adekunle**, Technical Head (Territory S), **Mohammed Bello**, Support Staff, **Salish Shehu**, State Head Compliance Enforcement, and **Abdullahi Alfa Usman**, IT Support.

Discussions centred on challenges encountered during the registration exercise, particularly in relation to NIN validation and the accuracy of personnel records. A key issue raised was the limited availability of enabling systems required to resolve many of the

identified NIN-related challenges. It was noted that the deployment of such systems is subject to prior approval from the Director-General of NIMC, **Abisoye Coker Odusote**, to address these issues promptly through field operations.

The meeting also addressed cases of suspended NINs identified during the EPMIS registration process. These were largely attributed to duplicate registrations, incomplete biometric capture, and attempts to circumvent standard enrolment procedures. Certain locations, including parts of Shiroro Local Government Area such as Muyan, were also flagged by

the system.

Overall, the meeting underscored the importance of interoperability between systems. Strengthening collaboration between NIMC and the EPMIS project is critical to ensuring the accuracy, reliability, and long-term value of the education personnel database. The EPMIS Project Team will continue to work closely with NIMC to strengthen NIN verification processes, address data inconsistencies, and enhance overall efficiency.



TENS II Committee Reviews Registration Progress on the Education Personnel Management Information System (EPMIS)



The Transforming Education in Niger State (TENS II) Programme Committee held its tenth meeting at the Ministry of Basic and Secondary Education, where members reviewed progress on the registration of academic and non-academic staff through the Education Personnel Management Information System (EPMIS) and discussed next steps for strengthening education data management across the state.

The meeting was chaired by the Honourable Commissioner, Ministry of Basic and Secondary Education (MOB&SE), **Dr. Hadiza A. Mohammed**, and attended by senior representatives from the Ministry including the Permanent Secretary, **Haj. Aishetu Nuhu Yarwa**, the Director General of Schools and Education Reforms, **Haj. Maimuna Mohammed**, representatives from the Niger State Universal Basic Education Board (NSUBEB) including Board Secretary **Dr Aminu Wushishi**, the Niger State Senior Secondary School Education Board (NSSSEB) represented by the Board Secretary, **Dr. Umar A. Egbako**, the Chairman of Nigeria Union of Teachers (NUT) Comrade Akayago Adamu Mohammed, representatives from the National Identity Management Commission (NIMC) including State Coordinator **Aisha Yaya Mohammed**, and members of MRL® Public Sector Consultants (MRL®) lead by **Dr Roni Ajao**.

The Honourable Commissioner welcomed participants and explained that the meeting was convened to receive updates on the EPMIS project, to assess progress made following previous engagements, and review actions arising from the directives of **His Excellency, Mohammed Umaru Bago, Executive Governor of Niger State**.

The EPMIS project, delivered under the wider TENS II Programme, is designed to support the effective management of education personnel data in Niger State. Originally conceived as the Teachers Digitisation Project, the initiative was expanded to include both academic and non-academic staff, allowing the state to build a more complete and reliable picture of its education workforce.

During the meeting, Dr. Roni Ajao, provided an overview of the TENS II Programme and the development of EPMIS. Dr Ajao explained that the initiative emerged from the diagnostic phase of TENS II, which began in May 2024 and included the 2024 Education Census covering public and private schools across the 25 Local Government Areas of Niger State. Dr. Ajao noted that EPMIS was identified as the first of the thirty-one initiatives under the

TENS II Programme and was developed to provide a stronger foundation for planning, staff deployment, accountability, and decision-making within the education sector.

Following that Dr Ajao provided an update on the rollout of the EPMIS portal, which was launched on 2 March 2026. As of the meeting date, the EPMIS portal had recorded **40,867 pre-registered teachers** and non-academic staff, with **26,628 completed registrations** and **2,013 non-academic staff** captured on the system. As of today there has been **44,057 pre-registered teachers** and non-academic staff, with **27,679 completed registrations**. While registration began slowly, with about 150 applications in the first week, participation increased significantly following the support and directives of the Nigeria Union of Teachers and the active in-

volvement of the Ministry of Basic and Secondary Education.

A live demonstration of the EPMIS dashboard showed the system's ability to provide real-time data on staff numbers, teacher profiles, employment history, qualifications, subject distribution, gender, school location, registration by Local Government Area, and workforce gaps. The dashboard also provides insights into staff priorities, including textbooks, furniture, learning materials, and other school-level needs.

The demonstration highlighted the value of EPMIS as a practical planning tool for the state. It supports precise teacher deployment, identifies subject shortages, tracks personnel movement, and assists with future recruitment planning. Data from the system also showed important workforce trends, including a strong number of



teachers with Bachelor's Degrees and National Certificates of Education, a good proportion of mathematics teachers, and shortages in key subject areas such as physics, chemistry, technical drawing, and English literature.

Participants also discussed challenges encountered during the registration exercise. Many of the issues were linked to National Identity Number (NIN) verification, including invalid NINs, suspended NINs, incorrect personal details, incomplete biometric validation, and the use of unverified registration agents. Other challenges included poor internet connectivity, electricity outages, low digital literacy among some staff, incomplete registrations,

incorrect school selection, missing schools, and variations in school names.

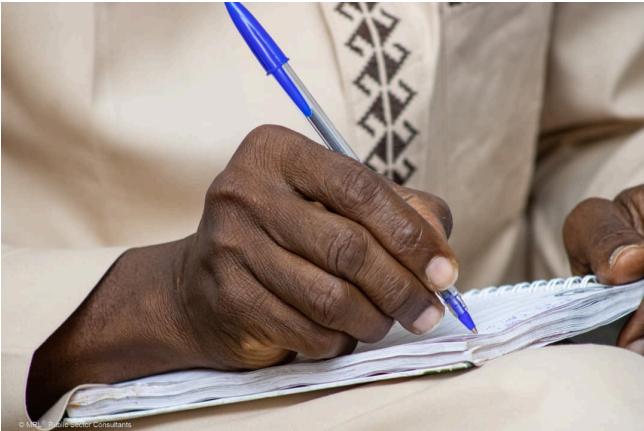
Representatives of the National Identity Management Commission, including the State Coordinator, **Aisha Yaya Mohammed** outlined possible support for teachers and non-academic staff experiencing NIN-related challenges. The meeting discussed plans to deploy NIMC support through operational offices and cluster locations across the state to help resolve registration issues and improve completion rates.

The Honourable Commissioner commended the work done on the EPMIS project and emphasised that the strength of the EP-

MIS system lies in its ability to filter and analyse data according to the needs of the Ministry and other education agencies. This includes filtering staff by teacher type, subject, gender, school level, qualification, location, and employment category.

Key decisions emerging from the meeting included the proposed extension of the EPMIS registration deadline to allow more staff to complete registration, and continued collaboration with NIMC to help resolve NIN-related issues experienced by academic and non-academic staff.

In addition, the meeting considered the proposed Pupil and Student Registration Informa-





tion System, alongside the Federal Government's emerging learner identification framework. Participants agreed on the need for continued synergy between the Ministry of Basic and Secondary Education and MRL® to ensure that Niger State's education data systems align with the Federal Governments initiatives.

MRL® also formally handed over TENS II related reports and publications to MOB&SE, NSUBEB and NSSSEB, for the formal upload of these documents into each agencies official websites, in line with His Excellency's directive and decisions from the previous TENS II committee meeting.

To conclude the presentation, Dr Ajao further noted that the TENS II Programme had been recognised for an international award under the Small and Medium Enterprises Business Awards in Cambridge-shire, reflecting growing recognition of the programme's innovative and impactful projects.

In her closing remarks, the Honourable Commissioner expressed appreciation for MRL®'s work and recognised the significant progress achieved so far. She discussed the sustainability and long-term management of the EPMIS platform to ensure that the system continues to be ef-

fectively utilised by the Ministry beyond the project implementation phase. The Honourable Commissioner emphasised the importance of collaboration, alignment, and working as a unified team to strengthen education systems across Niger State.

The meeting closed with a renewed commitment from all stakeholders to support the successful implementation of EPMIS and to continue building reliable, data-driven systems that will help transform education planning, personnel management, and service delivery in Niger State.

A Celebration of Strength and Resilience for Orphaned and Underprivileged Children in Niger State



On April 1st, 2026, the Niger State Government, through the Director General of Schools and Education Reforms, **Hajiya Maimuna Mohammed**, and the Director General of Child Rights, **Barrister Ummul-Katum Mohammed**, honoured orphans and underprivileged children with a holiday party to celebrate an important and heartwarming day dedicated to children's resilience, strength and hope in the face of difficult circumstances.

The event, organised as a special funfair for children affected by insecurity, brought together government representatives, educators, caregivers and child protection advocates to give

the children a memorable day of joy, laughter, and encouragement.

The Niger State Government used the occasion to reaffirm its commitment to providing care, protection, and support for vulnerable children across the state, especially those who have been separated from their families or lost one or both parents as a result of insecurity and recurring attacks on rural communities.

For many of the children, the day represented a rare opportunity to experience moments of fun and play. Many of these children now live in orphanages after being displaced by

insecurity, and while institutional care provides shelter, education, and basic support, their emotional and psychological needs remain a major concern. The funfair was therefore more than just a celebration, it was an opportunity to restore a sense of childhood, belonging, and hope.

The atmosphere was filled with excitement as the children enjoyed bouncing castles, water games, competitions, music, and other playful activities. Their laughter and participation in games reflected the importance of creating safe and joyful spaces for children who have experienced trauma, loss, and separation.

Some of the children shared how happy they felt to be part of the celebration. One child said, “We play again and we are happy,” while another expressed excitement about the games and activities, stating that they were very happy to have been invited. These simple words captured the deeper meaning of the day: giving children the chance to feel seen, valued, and loved.

In an interview with TVC News, the Director General of Schools and Education Reforms, Hajiya Maimuna Mohammed, stated that “the government will support the children, and that there needs to be alignment to ensure the children come back to school. This is our way of showing them what it means to

be a child of Niger. There will always be excitement, and I will always think about them.” Her remarks highlighted the government’s broader commitment to ensuring that vulnerable children are not only cared for in the immediate term, but also supported to return to school, rebuild confidence, and regain a sense of belonging within their communities.

MRL® Public Sector Consultants (MRL®) was proud to be invited to join this meaningful celebration and to stand in solidarity with the children, the Niger State Government, and other stakeholders working to protect vulnerable young people. The firm’s presence at the event reflected its continued interest in supporting initiatives

that promote social welfare, child protection, and inclusive public-sector development in education.

Beyond the fun and entertainment, the event also drew attention to the serious challenges faced by orphaned and displaced children in Niger State. Child protection advocates noted that many children affected by insecurity require not only food, shelter, and education, but also emotional care, stability, and long-term support. For children who have experienced loss and displacement, rebuilding confidence and trust is an important part of recovery.

A key message from the event was the need to reunite orphaned and displaced chil-



dren with surviving family members wherever possible. Officials emphasised that family reunification helps children reconnect with their roots and regain a sense of identity and belonging. While orphanages and government agencies continue to provide care, the ultimate goal remains to ensure that children are protected, supported, and, where safe and appropriate, reconnected with their loved ones.

Barrister Ummul-Katun Mohammed also appealed to individuals and communities to support child protection efforts

by reporting cases of abuse, neglect, or vulnerable children in need of help. Officials stressed that government agencies cannot do the work alone and that members of the public have an important role to play in identifying children at risk and helping them access the support they need.

For MRL®, being invited to participate in the event was both an honour and a meaningful opportunity to celebrate resilience, compassion, and collective responsibility. Dr. Roni Ajao, Executive Director of MRL®, commended the Niger

State Government and all stakeholders involved for their continued dedication to protecting orphaned and displaced children and for giving them the support they need to look toward a brighter future.

The celebration served as a powerful reminder that every child deserves safety, happiness, care, and the opportunity to enjoy childhood. For children who have endured painful experiences, the day offered a moment of relief, excitement, and hope.





Staff Spotlight



Osasuyi Iyere

Through her work as the Social Media Manager at MRL® Public Sector Consultants (MRL®), Osasuyi Iyere helps bring the organisation's projects, people, and milestones to wider audiences.

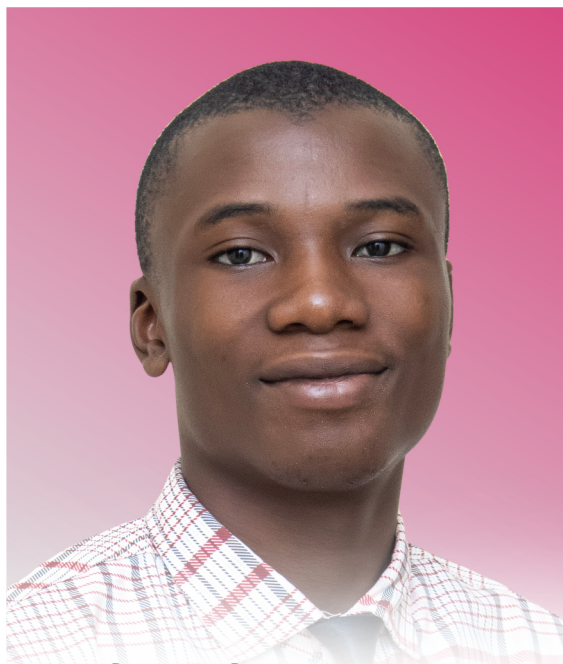
During the Transforming Education in Niger State (TENS II) Programme, Osasuyi has contributed significantly to documenting and promoting the programme's progress. She helps capture key activities, engagements, meetings, and events, ensuring that the work being done across TENS II is visible, accessible, and properly communicated.

Her role goes beyond simply sharing updates. Osasuyi helps turn programme activities into meaningful stories that reflect the people, partnerships, and progress behind TENS II. By highlighting important moments and sharing them through MRL®'s communication platforms, she helps stakeholders stay informed and connected to the programme's achievements.

Osasuyi has also been actively involved in producing the TENS II Newsletter, contributing to the development of stories that document the programme's journey and celebrate the efforts of the teams, partners, and stakeholders involved.

Through her creative thinking skills and professionalism, Osasuyi has helped strengthen MRL®'s public engagement and storytelling. Her contribution has been instrumental in ensuring that the impact of TENS II is captured and celebrated.

As a valued member of the MRL® team, Osasuyi Iyere continues to play a key role in promoting the organisation's work and helping to communicate the story of education transformation in Niger State.



Samuel Fajuyi

As the photographer at MRL® Public Sector Consultants (MRL®), Samuel Fajuyi plays an important role in documenting the people, activities, and milestones that bring MRL®'s work to life. Through his lens, Samuel helps capture not only formal events and project moments, but also the human stories behind them.

During the Transforming Education in Niger State Phase II (TENS II) Programme, Samuel has been instrumental in recording key engagements, meetings, field activities, stakeholder interactions, and important occasions across the programme. His photography has helped preserve the progress, collaboration, and impact of TENS II in a way that written reports alone cannot fully capture.

Samuel's work is especially valuable because photographs tell a powerful story. They show the faces of the people involved, the environments where change is taking place, and the commitment of stakeholders working together to strengthen education systems in Niger State. From committee meetings, to school-based activities and special events, his images help communicate the purpose and progress of the programme with clarity and emotion.

Through his dedication, creativity, and attention to detail, Samuel has helped build a strong visual record of the TENS II journey. His work continues to highlight the importance of documentation in public sector transformation, ensuring that key moments are remembered, celebrated, and used to tell the story of education transformation in Niger State.

As a valued member of the MRL® team, Samuel Fajuyi's contribution reminds us that every successful programme has stories worth telling – and that powerful images can help those stories reach and inspire others.



Abdulrasheed Jibrin

As the Administrative Support Officer at MRL® Public Sector Consultants (MRL®), Abdulrasheed Jibrin ensures the smooth day-to-day running of the office and supports the effective delivery of MRL®'s work to its client and stakeholders.

In his role, Abdulrasheed helps maintain an organised, well-equipped, and professional working environment, ensuring that staff have the resources and support they need to carry out their responsibilities efficiently. His attention to office coordination and operational support contributes to a productive atmosphere where teams can focus on delivering high-quality work.

Abdulrasheed also supports the delivery of important documentation to stakeholders, helping to ensure that reports, correspondence, and other official materials are prepared, handled, and delivered in a timely and professional manner. This aspect of his work is especially important in supporting communication and coordination across MRL®'s projects and partnerships.

Through his reliability, diligence, and commitment to administrative excellence, Abdulrasheed contributes to the strong operational foundation that enables MRL® to serve its clients and stakeholders effectively. His work remains essential to the smooth execution of project activities and the overall success of the organisation.

As a valued member of the MRL® team, Abdulrasheed Jibrin's contribution reflects the importance of dependable administrative support in strengthening service delivery, maintaining professionalism, and helping the organisation achieve its goals.



Gideon Efiakedoho

As a new member of MRL® Public Sector Consultants (MRL®), Gideon Efiakedoho plays an important role in providing programme and technical support across key project activities. His work supports the effective delivery of projects by ensuring that data is properly reviewed, organised, and translated into meaningful information.

Within the Transforming Education in Niger State (TENS II) Programme, Gideon contributes to the team by cleaning and analysing data, identifying and resolving data gaps, and producing reports and insights that support effective planning and decision-making. His attention to detail helps ensure that the information used by the programme is accurate, reliable, and fit for purpose.

Gideon's role is particularly important because strong data is central to MRL®'s Programme activities, specifically in education transformation. By helping to improve the quality and reliability of education data, he supports the programme's ability to understand needs, track progress, and make evidence-based decisions. His work helps ensure that stakeholders have access to clear and useful information when planning interventions across the education sector.

Through his technical support, Gideon has contributed to improved data accuracy and strategic planning under TENS II. Gideon's contribution reflects the value of dedicated behind-the-scenes support in delivering meaningful programme outcomes. As part of the MRL® team, he continues to support the systems, insights, and technical processes that help drive education transformation in Niger State.

Future Activities

Strengthening Data Systems, Expanding Access, and Mobilising Support

As education transformation efforts continue in Niger State, focus is shifting toward the next phase of implementation. Key priorities include strengthening pupil data systems, improving access to education, and mobilising the resources needed to sustain long-term impact.

Below are some of the key future activities under the TENS II Programme:

1

The Pupil and Student Registration and Information Management System (PSRIMS)

A major priority is the development of the Pupil and Student Registration and Information Management System (PSRIMS), popularly known as PRISMS. The system is designed to provide a reliable database of learners across the State, supporting better tracking of enrolment, attendance, and progression. It will also strengthen safeguarding measures, improve emergency response, and support more effective long-term planning within the education sector.

The need for such a system has become increasingly clear, particularly in ensuring that accurate data is available to support timely and coordinated responses when needed.



2

Addressing the problem of Out-of School Children

Targeted efforts are underway to address the challenge of Out-of-School Children across the State. This includes developing a clearer and more accurate understanding of the number of affected children, as well as establishing systems to identify, track, and monitor them.

These measures will inform evidence-based interventions aimed at supporting the reintegration of Out-of-School Children into formal education and ensuring that appropriate support mechanisms are in place.

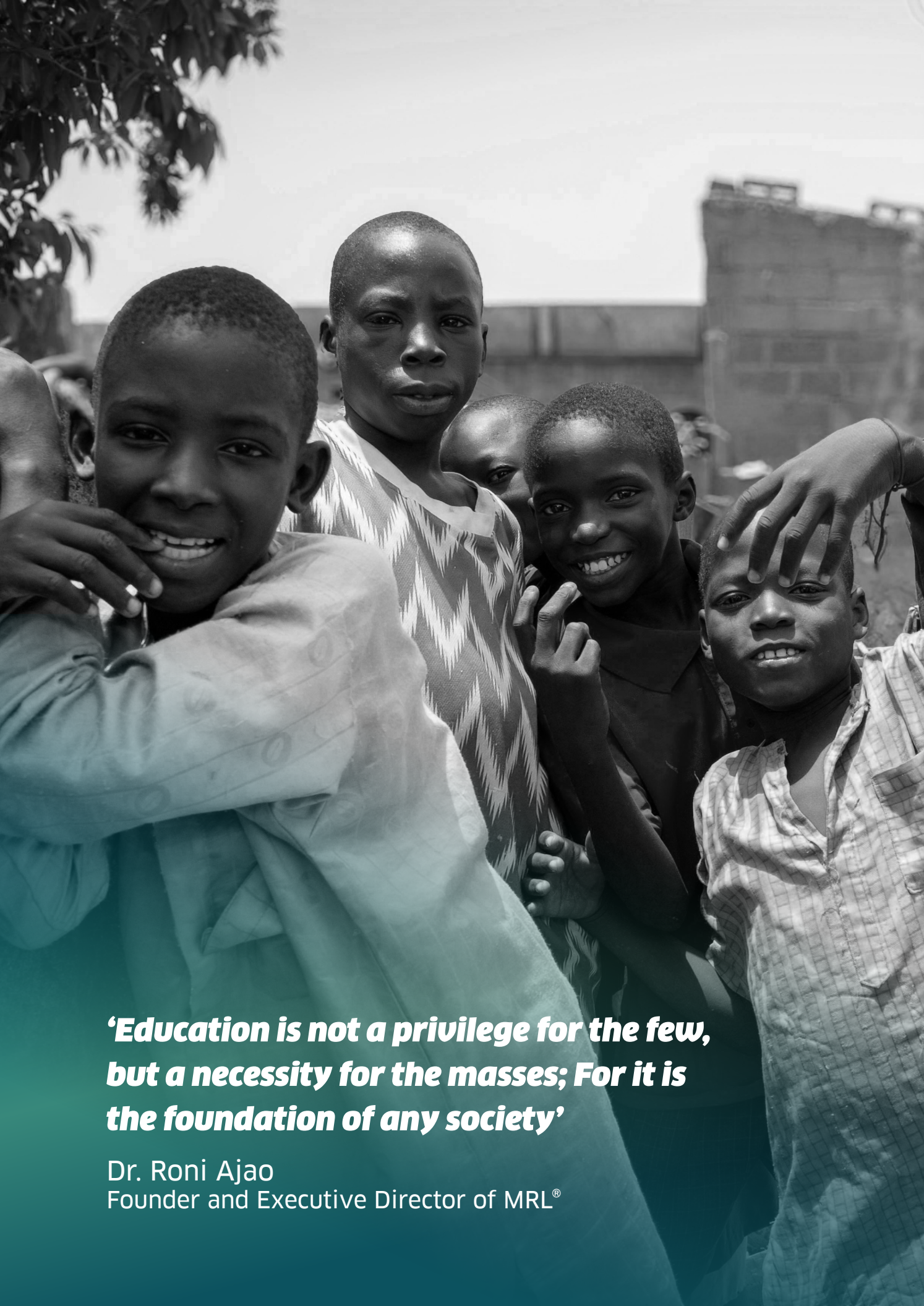
3

Funding and Strategic Partnerships

Looking ahead, sustained investment and strong partnerships will be critical. A number of targeted initiatives have already been developed to address key challenges within the education sector, including programmes focused on school safety, teacher development, The Girl Child Education, and Out-of-School Children.

As these the TENS II Programme initiatives progress, engagement with potential funding partners, including private sector investors, research grants opportunities, and philanthropic organisations will be essential to support the delivery of these initiatives.





***‘Education is not a privilege for the few,
but a necessity for the masses; For it is
the foundation of any society’***

Dr. Roni Ajao
Founder and Executive Director of MRL®

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