Nigeria’s Human Capital Development Program is premised on effective coordination and collaboration between Federal Government and the 36 States of the Federation.

A National HCD Initiative called the CIMI Community Project is currently being developed and will be implemented Nationwide by Q3 2021. This initiative is being designed to empower vulnerable women, support the basic education of their children and will cut across the three HCD thematic areas of Health, Education and Labour Force Participation.

A Peer Review Mechanism is in place to promote best practices

- The Human Capital Development Program is being coordinated on a Regional basis to better assist Sub-nationals with similar HCD challenges and peculiarities
- Regional HCD Peer Review Meetings are held every quarter to:
  - Provide State and Regional HCD Focal Persons with the guidance required to develop and implement their state level HCD Strategies and Programs
  - Provide State and Regional HCD Focal Persons with an opportunity to learn from each other, review their State plans and the activities required to accelerate HCD.

This approach has resulted in:
- Sense of Urgency on HCD across the Country;
- Better alignment of subnational HCD agendas to the National
- Cooperation on Development of National HCD Initiatives;
- Enactment of Pro-HCD laws and policies
- More attention to HCD funding at the subnational level
- Well defined HCD Structures and Strategies
- Key HCD Stakeholder participation

The Program is anchored at the highest political levels

- Program is anchored at the highest political level – NEC
- There is focused program alignment between the Government of Nigeria, Development Partners and all Stakeholders;
- HCD is a National Priority for the Country;
- A Unified Long Term National Vision has been articulated through a co creation and co development process with Sub-nationals and other Stakeholders
- States in process to develop HCD strategy and implementation plans linked to the National HCD Plan
- CWG is supporting Sub-nationals on HCD Program implementation
- The CWG monitors and reports performance against established HCD outcome areas and agreed leading indicators for all Sub-nationals

- Quarterly, the CWG provides NEC with updates on Program progress with a National HCD Scorecard broken down into Regional and State performance
- The CWG has raised a sense of urgency across all levels of Government about the need to implement the national HCD agenda successfully and improve Nigeria’s HCI