

OSUN STATE GOVERNMENT

State Universal Basic Education Board (SUBEB)

HOPE-GOV PROGRAMME

Basic Education Staffing Gap Mitigation Report

Actions Taken and Progress Made in Closing Teacher Staffing Gaps
and Promoting Equitable Deployment

Reporting Period:	Baseline: January 2025 Reporting Date: March 2026
Programme:	HOPE-GOV
DLI Component:	Basic Education (HOPE-BED) — Teacher Recruitment & Equitable Deployment
Reporting Entity:	Osun State HOPE-Gov Secretariat

1. BACKGROUND AND CONTEXT

Osun State is a participating state in the HOPE-GOV Programme, a World Bank-supported programme designed to strengthen governance, human capital delivery and accountability systems across participating Nigerian states. Under the HOPE-BED component, the State is required to demonstrate measurable progress in closing teacher staffing gaps in public basic education schools and promoting equitable deployment of teachers across all Local Government Education Authorities (LGEAs).

This report is published in response to the National Project Management Unit (NPMU) requirement for State Governments to publish online reports on: (a) actions taken to fill teacher staffing gaps, (b) progress made toward equitable deployment, and (c) achievement of basic or stretch targets for gaps filled by 31 March 2025. The data herein is drawn from the Human Resource Baseline Mapping of Osun State Basic Education Schools conducted by SUBEB/DPRS as of 24th February 2025.

2. BASELINE SITUATION: TEACHER STAFFING AS OF JANUARY 2025

2.1 School and Teacher Stock

Indicator	Primary Schools	Junior Secondary Schools	Combined Total	
Number of Schools	1,347	393	1,740	
Minimum Teachers Required per School	8	12	—	
Total Teachers Required	10,776	4,716	15,492	
Actual Teachers in Post (incl. Ad hoc)	9,026	4,165	13,191	
<i>of which: Government-Paid Teachers</i>	6,422	2,408	8,830	
<i>of which: Ad hoc / Stakeholder Teachers</i>	~2,604	~1,757	4,360	
Staffing Gap (Shortfall)	1,750	551	2,301	

Note: Ad hoc teachers (totalling 4,360) are engaged by PTAs, Old Students Associations, NYSC, Philanthropists and the Imole Corps initiative. They complement but do not replace government employment obligations under the DLI Framework.

3. MULTI-YEAR TEACHER RECRUITMENT AND DEPLOYMENT PLAN (2025–2028)

Based on the Baseline Mapping, the State developed a structured four-year plan to systematically close the staffing gap across pre-primary (ECCDE), primary and JSS school levels. The recruitment in phases across annual cycles aligns with fiscal capacity and DLI targets.

3.1 Phased Recruitment Targets

School Level	2025	2026	2027	2028	Total Gap to Fill
Primary (+ECCDE) Schools	450	435	435	430	1,750
Junior Secondary Schools	190	188	186	186	551 (+ 3 rounding)
Annual Total	640	623	621	616	2,301 (4-Year Total)

3.2 Costing of Recruitment Plan (Based on New National Minimum Wage)

School Level	Teachers to Recruit	Aggregate 4-Year Cost (₦)
Primary Schools	1,750	₦2,744,467,320.00
Junior Secondary Schools	551	₦1,176,200,278.40
Grand Total — All Basic Schools	2,301	₦3,920,667,598.40

4. ACTIONS TAKEN: MARCH 2025 – MARCH 2026

4.1 Teacher Recruitment Achievement

As of March 2026, Osun State Government has taken decisive action to address the identified teacher staffing gap. A total of 1,241 teachers have been recruited into the mainstream of the Education Sector of Osun State, representing a significant step toward meeting both basic and stretch targets set under the HOPE-BED DLI Framework.

Metric	Target (2025 Plan)	Achieved (to March 2026)
2025 Annual Recruitment Target (Combined)	640 teachers	1,241 teachers
Performance Against 2025 Annual Target	100% (Basic Target)	194% STRETCH TARGET EXCEEDED
Share of Combined 4-Year Gap Filled	2,301 total gap	53.9% of total gap closed

Key Outcome: With 1,241 teachers recruited against the 640-teacher 2025 target, Osun State has not only met the Basic Target but has significantly exceeded the Stretch Target under the HOPE-BED DLI. The State has effectively pre-funded a portion of the 2026 recruitment quota, demonstrating strong fiscal commitment and implementation capacity.

4.2 Actions to Promote Equitable Deployment

The Baseline Mapping revealed geographic imbalances in teacher distribution across LGEAs, with over-staffing in some areas and critical shortfalls in others. The following measures have been taken to address inequitable deployment:

- **LGEA-Level Gap Analysis:** SUBEB/DPRS conducted a school-by-school mapping across all 1,740 basic education schools (1,347 primary and 393 JSS) to identify over-staffed and under-staffed LGEAs.
- **Needs-Based Deployment Framework:** All 1,241 newly recruited teachers were deployed in alignment with the LGEA-level needs data, prioritising LGEAs with the highest Pupil-Teacher Ratios (PTR) and lowest staffing rates.
- **Redeployment from Over-Staffed LGEAs:** In LGEAs identified as over-staffed, plans have been initiated to redeploy surplus teachers to deficit LGEAs, reducing inequity without additional cost.
- **LFMIS Integration:** Teacher postings are being integrated into the State's LIFMIS payroll system, ensuring all newly recruited teachers are placed on the government payroll structure with full accountability and traceability.
- **Sustained Stakeholder Complementary Efforts:** The 4,360 Ad hoc teachers (engaged by PTAs, Old Students, NYSC, Imole Corps, and philanthropists) continue to serve in schools as complementary layer, particularly in rural and remote LGEAs pending further government recruitment.

5. DLI TARGET ASSESSMENT: GAPS FILLED BY MARCH 31, 2025

DLI Assessment Criterion	Basic Target	Stretch Target	Osun State Achievement	Status
2025 Teacher Recruitment (Primary + JSS)	640	>640	1,241 recruited	✓ EXCEEDED
Baseline HR Mapping Completed	Yes	Yes	Completed March 2025	✓ MET
Multi-Year Recruitment & Deployment Plan Published	Yes	Yes	Published 2025	✓ MET
Equitable Deployment Strategy Implemented	Yes	Yes	Initiated Needs-based deployment applied to all 1,241 new recruits	✓ IN PROGRESS
Online Progress Report Published	Yes	Yes	Published — March 2026	✓ MET

5.1 FORWARD OUTLOOK: 2026–2028 COMMITMENTS

Building on the progress recorded in Year 1, the State reaffirms its commitment to completing the four-year staffing gap closure plan. Key forward commitments include:

- To recruit 623 additional teachers in 2026 (435 Primary + 188 JSS), adjusted for Year 1 over-performance.
- To maintain 100% payroll integration of all government-paid teachers via LFMIS.
- To complete redeployment exercise to eliminate over-staffing in identified LGEAs.
- To undertake annual HR mapping updates through SUBEB/DPRS to track PTR improvement by school and LGEA.
- To publish quarterly progress updates on the SUBEB and MoEPBD official portals for public accountability and NPMU reporting.

6. CONCLUSION

Osun State has demonstrated strong commitment to the HOPE-GOV programme objectives in basic education staffing. The successful completion of a state-wide Baseline HR Mapping, the publication of a four-year costed Recruitment and Deployment Plan, and the recruitment of 1,241 teachers, nearly double the 2025 annual target of 640 collectively confirm that the State has met and exceeded both basic and stretch DLI targets for gaps filled by March 2026.

With 53.9% of the four-year combined staffing gap already addressed, Osun State is on a credible trajectory to full gap closure by 2028. The State remains committed to sustaining fiscal investment in education human capital, equitable teacher deployment, and transparent public reporting in alignment with HOPE-GOV and HOPE BED programme requirements.