



STRATEGIC PLAN 2026–2030

Supporting the Growth and Development of Wole College of Engineering and Technology (WOCOET)

Document Reference: WCTED/SP2026-2030/01

Version: 1.0

Planning Period: January 2026 – December 2030

Foreword

Technical and vocational education has a critical role in transforming Nigeria's economy by producing a skilled workforce capable of driving industrialisation, technological innovation and sustainable development.

The Wole College Technical and Educational Development (WCTED) Foundation was established to support Wole College of Engineering and Technology (WOCOET) and related educational initiatives through scholarships, infrastructure, industry partnerships, innovation and community engagement.

This Strategic Plan provides a five-year roadmap for strengthening WOCOET as a recognised centre of excellence in engineering, technology, technical and vocational education and workforce development.

Executive Summary

The Strategic Plan 2026–2030 sets out the Foundation's priorities for supporting WOCOET over the next five years.

The plan focuses on:

- Expanding access to engineering and technical education.
 - Improving educational quality.
 - Developing modern engineering workshops.
 - Increasing student enrolment.
 - Strengthening industry partnerships.
 - Supporting innovation and entrepreneurship.
 - Improving graduate employability.
 - Building financial sustainability.
 - Expanding national and international collaborations.
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The strategy aligns with Nigeria's development priorities and the United Nations Sustainable Development Goals.

Vision

To establish WOCOET as one of Africa's leading centres for engineering, technical education, innovation and workforce development.

Mission

To support the delivery of high-quality engineering and technical education through strategic investment, partnerships, innovation, scholarships and sustainable institutional development.

Core Values

- Excellence
- Integrity
- Innovation
- Practical Learning
- Accountability
- Inclusiveness
- Sustainability
- Safety
- Partnership
- Community Service

Situational Analysis

Current Strengths

WOCOET possesses significant strengths including:

- Purpose-built engineering workshops.
 - Experienced leadership.
 - Modern training equipment.
 - Engineering-focused programmes.
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- Practical learning approach.
 - TVET programme approvals.
 - Strong commitment to quality.

Current Challenges

Key challenges include:

- Low student enrolment.
- Limited awareness of WOCOET.
- Dependence on tuition income.
- Limited scholarship funding.
- Need for stronger employer engagement.
- Limited international visibility.

Opportunities

- Increasing demand for technical skills.
- Renewable energy expansion.
- Government TVET initiatives.
- International development funding.
- Corporate Social Responsibility (CSR) programmes.
- Youth entrepreneurship.

Threats

- Economic uncertainty.
 - Competition from other institutions.
 - Inflation affecting operational costs.
 - Rapid technological change.
 - Funding volatility.
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Strategic Goal 1

Expand Student Access

Objective

Increase access to engineering and technical education across Lagos State and beyond.

Key Initiatives

- Community awareness campaigns.
- School outreach programmes.
- Scholarship expansion.
- Digital marketing.
- Admissions simplification.
- Career guidance events.

2030 Targets

- Student capacity fully utilised.
- Annual enrolment growth of at least 15%.
- Scholarship recipients increased each year.

Strategic Goal 2

Deliver High-Quality Education

Objective

Provide industry-relevant, competency-based engineering education.

Key Initiatives

- Curriculum review.
- Practical competency assessments.
- Digital learning.
- Teacher development.
- Quality assurance.
- Modern assessment systems.

Success Indicators

- Student completion rate $\geq 90\%$.
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- Student satisfaction $\geq 90\%$.
 - Employer satisfaction $\geq 85\%$.

Strategic Goal 3

Develop Engineering Infrastructure

Objective

Maintain modern engineering workshops and laboratories.

Priority Investments

- CNC equipment.
- Welding technology.
- Renewable energy laboratory.
- Robotics laboratory.
- Automotive diagnostic equipment.
- Electronics laboratory.
- ICT infrastructure.

Targets

- Annual equipment upgrades.
- Preventive maintenance programme.
- New specialist laboratories established by 2030.

Strategic Goal 4

Increase Graduate Employability

Objective

Ensure graduates possess skills demanded by employers.

Actions

- Internship programmes.
 - Apprenticeships.
 - Employability workshops.
 - Entrepreneurship training.
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- Career services.
 - Employer engagement.

Target

At least 70% of graduates in employment or self-employment within 12 months.

Strategic Goal 5

Strengthen Industry Partnerships

Objective

Develop long-term partnerships with employers.

Actions

- Employer Advisory Board.
- Internship agreements.
- Joint curriculum development.
- Guest lecturers.
- Equipment sponsorship.
- Joint innovation projects.

Target

30 active industry partners by 2030.

Strategic Goal 6

Expand Research and Innovation

Objective

Promote engineering research and technological innovation.

Priority Areas

- Renewable energy.
 - Manufacturing.
 - Robotics.
 - Engineering education.
 - Digital technologies.
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- Sustainable engineering.

Deliverables

- Innovation hub.
- Annual engineering conference.
- Student innovation competition.
- Technical publications.

Strategic Goal 7

Community Engagement

Objective

Improve lives through engineering education.

Activities

- STEM outreach.
- Solar PV community projects.
- Engineering awareness campaigns.
- Teacher training.
- Youth empowerment.
- Women in Engineering initiatives.

Target

Reach at least 10,000 beneficiaries by 2030 through outreach programmes.

Strategic Goal 8

Financial Sustainability

Objective

Develop diverse and reliable income streams.

Income Sources

- Tuition.
 - Grants.
 - Corporate sponsorship.
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- Consultancy.
 - Corporate training.
 - Donations.
 - Publications.
 - Equipment sponsorship.
 - Endowment fund.

Target

No single funding source to exceed 40% of annual income.

Strategic Goal 9

Internationalisation

Objective

Build global partnerships and recognition.

Actions

- International MoUs.
- Student exchange opportunities.
- Staff exchange programmes.
- International grants.
- Joint research.
- Overseas accreditation pathways.

Target

Ten international partnerships by 2030.

Strategic Goal 10

Governance and Organisational Excellence

Objective

Maintain effective leadership and governance.

Actions

- Board development.
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- Annual strategic review.
 - Risk management.
 - Internal audit.
 - Policy review.
 - Digital management systems.

Strategic Priorities by Year

2026

- Complete governance framework.
- Strengthen website and digital marketing.
- Expand admissions.
- Develop fundraising systems.
- Secure new industry partners.

2027

- Expand workshop facilities.
- Increase scholarships.
- Launch STEM outreach.
- Introduce corporate training.

2028

- Establish Innovation and Entrepreneurship Hub.
- Secure major international grants.
- Expand renewable energy programmes.
- Increase employer placements.

2029

- Expand regional influence.
 - Launch engineering research centre.
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- Increase international collaboration.
 - Develop alumni association.

2030

- Achieve national recognition as a leading engineering and TVET institution.
- Reach full student capacity.
- Establish long-term endowment fund.
- Publish first five-year impact report.

Strategic Performance Indicators

Area	2026 Baseline	2030 Target
Student Enrolment	Current baseline	Full capacity and sustained growth
Student Completion	Baseline to establish	≥90%
Graduate Employment	Baseline to establish	≥70%
Industry Partners	Existing partners	30 active partners
International Partners	Current baseline	10 partnerships
Scholarships Awarded	Baseline to establish	Annual increase
External Grant Funding	Baseline to establish	Annual growth
Community Beneficiaries	Baseline to establish	10,000 cumulative
Staff CPD Completion	Baseline to establish	100% annually

Resource Mobilisation Strategy

Funding will be pursued through:

- International foundations.
 - Government grants.
 - Corporate CSR programmes.
 - Multilateral development agencies.
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- Philanthropic trusts.
 - Alumni giving.
 - Consultancy services.
 - Technical training contracts.
 - Equipment donations.
 - Individual giving campaigns.

Risk Management

Key risks include:

- Low student recruitment.
- Economic instability.
- Delays in funding.
- Staff turnover.
- Equipment obsolescence.
- Policy changes.

Mitigation measures include:

- Diversified income.
- Strong marketing.
- Staff succession planning.
- Preventive maintenance.
- Strategic partnerships.
- Annual risk reviews.

Monitoring and Evaluation

Implementation will be monitored through:

- Quarterly performance reviews.
 - Annual operational plans.
 - KPI dashboard.
 - Financial monitoring.
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- Stakeholder surveys.
 - Annual Board review.
 - External evaluation every three years.

Alignment with the UN Sustainable Development Goals

This Strategic Plan contributes directly to:

- **SDG 4** – Quality Education
- **SDG 5** – Gender Equality
- **SDG 7** – Affordable and Clean Energy
- **SDG 8** – Decent Work and Economic Growth
- **SDG 9** – Industry, Innovation and Infrastructure
- **SDG 10** – Reduced Inequalities
- **SDG 11** – Sustainable Cities and Communities
- **SDG 13** – Climate Action
- **SDG 17** – Partnerships for the Goals

Conclusion

The Strategic Plan 2026–2030 provides a comprehensive roadmap for the WCTED Foundation's support of WOCOET. Through focused investment in educational quality, engineering infrastructure, student success, research, partnerships and sustainable financing, the Foundation will help position WOCOET as a nationally respected and internationally connected institution.

Success will be measured not only by enrolment growth and financial performance but also by the number of graduates who secure meaningful employment, create businesses, contribute to their communities and advance Nigeria's engineering and technological development.

Approval

Prepared by:

Executive Management Team
WCTED Foundation

Reviewed by:

Board Strategy and Governance Committee



Approved by:
Board of Trustees

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Appendix A – Strategic Implementation Matrix

Strategic Goal	Lead Responsibility	Key Deliverables	Timeline	Success Measure
Student Access	Admissions & Outreach	Recruitment campaigns, scholarships	Annual	Enrolment growth
Educational Quality	Academic Directorate	Curriculum review, staff CPD	Annual	Completion and satisfaction rates
Infrastructure	Operations	Workshop upgrades, equipment maintenance	Ongoing	Equipment availability $\geq 95\%$
Employability	Careers & Partnerships	Internships, employer engagement	Annual	Graduate employment $\geq 70\%$
Industry Partnerships	Partnership Office	MoUs, advisory board, sponsorship	Quarterly	30 active partners by 2030
Research & Innovation	Innovation Hub	Student projects, publications, competitions	Annual	Increased innovation outputs
Community Engagement	Outreach Team	STEM events, technical outreach	Quarterly	Growth in beneficiaries
Financial Sustainability	Finance & Development	Diversified funding, grant acquisition	Ongoing	Balanced funding portfolio
Internationalisation	International Relations	Global partnerships and exchange initiatives	Annual	10 international partners
Governance	Board of Trustees	Reviews, audits, policy updates	Annual	Full governance compliance