SUSTAINABILITY PLAN

Supporting the Long-Term Development of Wole College of Engineering and Technology (WOCOET)

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Planning Period: 2026–2031
Prepared by: Wole College Technical and Educational Development (WCTED) Foundation

Executive Summary

The Sustainability Plan establishes a long-term strategy for ensuring that Wole College of Engineering and Technology (WOCOET) continues to grow as a financially resilient, academically excellent, industry-connected and socially impactful institution.

The WCTED Foundation recognises that sustainability extends beyond financial security. It also includes institutional governance, educational quality, environmental responsibility, stakeholder engagement, infrastructure development, innovation and organisational resilience.

This plan provides a practical framework for achieving long-term sustainability through diversified income, strategic partnerships, operational excellence and continuous improvement.

1. Purpose

The Sustainability Plan aims to:

- Secure the long-term future of WOCOET.
- Reduce dependence on any single funding source.
- Strengthen institutional resilience.
- Increase educational access.
- Expand engineering and TVET programmes.
- Support continuous investment in workshops and technology.
- Build lasting partnerships with industry, government and international organisations.

2. Sustainability Vision

To establish WOCOET as one of Africa's leading engineering and technical education institutions, recognised for educational excellence, innovation, industry collaboration and sustainable development.

3. Strategic Sustainability Objectives

Objective 1

Achieve long-term financial sustainability.

Objective 2

Maintain high-quality engineering and technical education.

Objective 3

Strengthen industry engagement.

Objective 4

Develop modern learning infrastructure.

Objective 5

Increase student enrolment and graduate success.

Objective 6

Expand national and international partnerships.

Objective 7

Promote environmental sustainability.

Objective 8

Strengthen governance and institutional capacity.

4. Sustainability Pillars

Pillar One

Financial Sustainability

The Foundation will diversify income sources to reduce financial risk.

Income Streams

- Student tuition fees.
- Modular training programmes.
- Corporate training.
- Engineering consultancy.
- Research contracts.

- Government grants.
- International grants.
- Corporate sponsorship.
- Philanthropic donations.
- Alumni contributions.
- Equipment sponsorship.
- Workshop services.
- Renewable energy projects.
- Publications and learning resources.

Targets

- No single income source to contribute more than 40% of annual income.
- Increase unrestricted funding annually.
- Maintain operating reserves covering at least six months of core expenditure.

Pillar Two

Academic Sustainability

WOCOET will continuously improve educational quality.

Priorities

- Curriculum review.
- Staff professional development.
- Modern teaching methods.
- Digital learning.
- Practical competency-based assessment.
- Continuous quality assurance.

Success Indicators

- Improved student achievement.
- Higher completion rates.
- Positive employer feedback.
- Increased graduate employment.

Pillar Three

Infrastructure Sustainability

The Foundation will invest in facilities that support long-term educational excellence.

Priorities

- Workshop expansion.
- Laboratory modernisation.
- ICT infrastructure.
- Renewable energy systems.
- Building maintenance.
- Equipment replacement planning.

Asset Management

Each major asset will have:

- Maintenance schedule.
- Inspection records.
- Replacement plan.
- Responsible manager.

Pillar Four

Industry Sustainability

Long-term collaboration with employers is essential.

Partnership Goals

- Apprenticeships.
- Student placements.
- Equipment donations.
- Curriculum development.
- Staff exchanges.
- Joint innovation projects.

Target

Increase active industry partners by at least five organisations each year.

Pillar Five

Student Sustainability

Students are central to institutional sustainability.

Priorities

- Improved admissions.
- Student support services.
- Scholarships.
- Career guidance.
- Entrepreneurship training.
- Graduate tracking.

Success Measures

- Student retention above 90%.
- Graduate employment above 70%.
- Increased student satisfaction.

Pillar Six

Community Sustainability

WOCOET will strengthen its contribution to local communities.

Activities

- STEM outreach.
- Engineering awareness campaigns.
- Renewable energy demonstrations.
- Community technical services.
- Skills training.
- Youth empowerment.

Pillar Seven

Environmental Sustainability

The Foundation is committed to environmentally responsible operations.

Priorities

- Solar-powered facilities.
- Rainwater harvesting where practical.
- Waste segregation and recycling.
- Energy-efficient lighting.
- Sustainable procurement.
- Environmental education.

Environmental Targets

- Reduce grid electricity dependence.
- Increase renewable energy usage.
- Reduce paper consumption through digital systems.
- Improve waste recycling annually.

Pillar Eight

Governance Sustainability

Strong governance underpins organisational success.

Governance Principles

- Accountability.
- Transparency.
- Integrity.
- Compliance.
- Ethical leadership.
- Evidence-based decision-making.

Governance Activities

- Annual Board evaluation.
- Strategic reviews.

- Risk management.
- Internal audit.
- External audit.
- Policy review.

5. Risk Management

Major sustainability risks include:

Risk	**Likelihood**	**Impact**	**Mitigation**
Low student enrolment	Medium	High	Strengthen marketing, school outreach and scholarships
Funding shortfalls	Medium	High	Diversify income sources and maintain reserves
Loss of key staff	Medium	Medium	Succession planning, competitive development opportunities
Equipment failure	Medium	Medium	Preventive maintenance and replacement fund
Regulatory changes	Low	High	Maintain active engagement with regulators
Economic inflation	High	High	Annual budget review and phased procurement
Cybersecurity incidents	Medium	Medium	Secure systems, backups and staff awareness training

6. Financial Sustainability Strategy

Revenue Diversification

The Foundation aims to maintain a balanced funding portfolio.

Target Funding Mix

Income Source	**Target Share**
Tuition & Training	35%
Grants	25%
Corporate Partnerships	15%

Income Source	Target Share
Consultancy Services	10%
Donations	10%
Other Income	5%

7. Resource Mobilisation Strategy

The Foundation will actively pursue:

National Opportunities

- Federal Government initiatives.
- Lagos State programmes.
- Corporate Social Responsibility (CSR) funding.
- Professional engineering institutions.

International Opportunities

- International development agencies.
- Education foundations.
- Climate and renewable energy funds.
- TVET-focused donors.
- Engineering organisations.
- Skills development programmes.

8. Monitoring Sustainability

Annual monitoring will include:

Financial

- Income diversification.
- Reserve levels.
- Budget performance.

Academic

- Student enrolment.
- Completion rates.
- Assessment outcomes.

Operational

- Equipment availability.
- Staff retention.
- Infrastructure utilisation.

Partnerships

- Number of active partnerships.
- Employer engagement.
- International collaborations.

Community

- Beneficiaries reached.
- Outreach programmes.
- Public engagement.

9. Five-Year Sustainability Roadmap

Year 1

- Strengthen governance.
- Increase student recruitment.
- Expand fundraising.
- Build donor relationships.

Year 2

- Expand workshop facilities.
- Increase modular training.
- Develop corporate training services.

Year 3

- Secure major international grants.
- Expand renewable energy projects.
- Increase industry placements.

Year 4

- Develop new specialist engineering centres.
- Expand regional partnerships.
- Launch innovation and entrepreneurship hub.

Year 5

- Achieve recognised national leadership in engineering and TVET education.
- Establish long-term endowment initiatives.
- Expand international collaboration and programme reach.

10. Sustainability Performance Indicators

Area	Indicator	Five-Year Target
Student Growth	Annual enrolment increase	≥15%
Graduate Employment	Employment/self-employment within 12 months	≥70%
Industry Partnerships	Active partners	30+
External Funding	Annual grants and donations	Annual growth
Renewable Energy	Percentage of campus energy from solar	≥50%
Staff Development	Staff completing CPD annually	100%
Student Satisfaction	Overall satisfaction score	≥90%
Community Impact	People benefiting from outreach	Annual increase

11. Alignment with the Sustainable Development Goals

The Sustainability 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 12 – Responsible Consumption and Production**
- **SDG 13 – Climate Action**
- **SDG 17 – Partnerships for the Goals**

12. Conclusion

The Sustainability Plan provides a practical roadmap for ensuring the long-term success of WOCOET through the support of the WCTED Foundation. By integrating sound governance, diversified funding, academic excellence, strategic partnerships, environmental stewardship and continuous improvement, the Foundation will help build a resilient institution that can educate future engineers, technicians, innovators and entrepreneurs for decades to come.

The plan is intended to be a living document and will be reviewed annually to respond to changing educational needs, funding opportunities and national development priorities.

Approval

Prepared by:
Executive Management Team
WCTED Foundation

Reviewed by:
Finance and Audit Committee

Approved by:
Board of Trustees

Effective Date: ____03/08/2026______

Review Cycle: Annual

Next Review Date: ____________________

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Appendix A – Sustainability Action Plan

Strategic Pillar	Key Actions	Lead Responsibility	Timeline	Success Indicator
Financial Sustainability	Diversify income and build reserve fund	Executive Director / Finance Manager	Annual	Six-month operating reserve achieved
Academic Excellence	Annual curriculum review and staff CPD	Academic Director	Annual	Student completion and satisfaction targets met
Infrastructure	Upgrade workshops and maintain equipment	Operations Manager	Ongoing	Equipment availability ≥95%
Industry Partnerships	Sign new MoUs and expand internships	Partnership Coordinator	Quarterly	Five new active partners each year
Student Success	Scholarships, mentoring and career services	Student Services Manager	Ongoing	Retention ≥90%, employment ≥70%
Community Engagement	STEM outreach and technical services	Outreach Coordinator	Quarterly	Annual increase in beneficiaries
Environmental Sustainability	Expand solar power and waste reduction	Facilities Manager	Ongoing	Campus energy from renewable sources increases
Governance	Board reviews, audits and policy updates	Board of Trustees	Annual	All governance reviews completed on schedule