



THEORY OF CHANGE

Supporting the Mission of Wole College of Engineering and Technology (WOCOET)

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Supporting Organisation: Wole College of Engineering and Technology (WOCOET)

Theory of Change

1. Introduction

The Wole College Technical and Educational Development (WCTED) Foundation exists to advance equitable access to quality technical, vocational, engineering and technology education in Nigeria. The Foundation supports the strategic development of Wole College of Engineering and Technology (WOCOET) and other community-based technical education initiatives through scholarships, partnerships, infrastructure development, innovation, workforce development and community outreach.

This Theory of Change explains how WCTED Foundation expects its investments and programmes to contribute to improved educational outcomes, enhanced employability, sustainable livelihoods and national industrial development.

2. The Challenge

Nigeria faces significant challenges in technical and vocational education, including:

- High youth unemployment and underemployment.
- Limited access to quality TVET programmes.
- Skills shortages in engineering, manufacturing and renewable energy.
- Insufficient modern workshop facilities in many institutions.
- Limited participation of women and disadvantaged groups in technical careers.
- Weak links between education providers and industry.
- Limited access to entrepreneurship training and business start-up support.

Without targeted investment in technical education and workforce development, these challenges will continue to limit economic growth and opportunities for young people.



3. Vision

A Nigeria where every young person has access to high-quality technical education, practical engineering skills and opportunities to become a productive employee, entrepreneur or innovator.

4. Mission

To empower individuals and communities through technical education, engineering innovation, workforce development, scholarships, partnerships and sustainable skills programmes that contribute to national development.

5. Long-Term Impact

The long-term impact sought by WCTED Foundation includes:

- Reduced youth unemployment.
- Increased access to quality engineering and TVET education.
- Growth in skilled technicians and engineers.
- Improved productivity within Nigerian industries.
- Increased entrepreneurship and business creation.
- Enhanced participation of women and disadvantaged groups in technical careers.
- Stronger partnerships between education, industry and government.
- Sustainable economic development through skills and innovation.

6. Strategic Outcomes

Outcome 1 – Increased Access to Technical Education

Young people from diverse backgrounds have access to affordable, high-quality engineering and technical education.

Indicators

- Student enrolment increases annually.
 - Increased scholarship recipients.
 - Greater participation of girls and women.
 - Increased enrolment from underserved communities.
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Outcome 2 – Improved Technical Skills

Learners acquire practical competencies aligned with industry needs.

Indicators

- Practical assessment success rates.
- Competency achievement.
- Industry certification attainment.
- Student project completion.

Outcome 3 – Improved Employability

Graduates secure employment, apprenticeships or self-employment.

Indicators

- Graduate employment rate.
- Apprenticeship placements.
- Business start-ups.
- Employer satisfaction.

Outcome 4 – Stronger Industry Partnerships

Industry actively contributes to curriculum, equipment, internships and workforce development.

Indicators

- Number of partnership agreements.
- Internship placements.
- Equipment donations.
- Industry advisory meetings.

Outcome 5 – Community Development

Communities benefit from engineering knowledge and practical technical services.

Indicators

- Community outreach projects.
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- STEM activities.
 - Renewable energy installations.
 - Technical awareness campaigns.

7. Inputs

The Foundation mobilises resources including:

Financial Resources

- Donations
- Grants
- Corporate sponsorship
- Government support
- International funding

Human Resources

- Engineers
- Teachers
- Volunteers
- Industry experts
- Trustees
- Mentors

Physical Resources

- Workshops
- Classrooms
- Laboratories
- Training equipment
- ICT infrastructure

Partnerships

- WOCOET
 - Government agencies
 - Industries
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- NGOs
 - International organisations
 - Professional bodies

8. Activities

The Foundation undertakes activities in eight strategic areas.

1. Scholarships

Providing financial support to deserving learners.

2. Technical Skills Training

Supporting engineering and vocational education.

3. STEM Outreach

Delivering science, technology, engineering and mathematics programmes to schools and communities.

4. Workforce Development

Providing employability training and industry-relevant skills.

5. Renewable Energy

Promoting solar PV and sustainable energy education.

6. Entrepreneurship Development

Supporting innovation, enterprise creation and business development.

7. Community Projects

Implementing engineering-based solutions that improve local communities.



8. Capacity Building

Training teachers, instructors and technical professionals.

9. Outputs

Examples include:

- Scholarships awarded.
- Students enrolled.
- Training programmes delivered.
- Teachers trained.
- Workshops upgraded.
- Industry partnerships established.
- Community projects completed.
- Renewable energy systems installed.
- Publications produced.
- STEM events delivered.

10. Short-Term Outcomes (1–2 Years)

- Increased awareness of technical education.
- Higher student enrolment.
- Improved practical skills.
- Enhanced student motivation.
- Greater employer engagement.
- Improved workshop utilisation.

11. Medium-Term Outcomes (3–5 Years)

- Higher graduate employment.
 - More successful entrepreneurs.
 - Stronger industry collaboration.
 - Increased institutional capacity.
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- Expanded community impact.
 - Improved educational quality.

12. Long-Term Impact (5–10 Years)

The Foundation expects to contribute to:

- A highly skilled technical workforce.
- Reduced unemployment.
- Increased industrial productivity.
- Improved national competitiveness.
- Sustainable economic development.
- Greater social inclusion.
- Expanded renewable energy adoption.
- Strong engineering innovation ecosystems.

13. Key Assumptions

Success depends upon:

- Continued government support for TVET.
- Stable funding.
- Strong industry engagement.
- Student commitment.
- Qualified instructors.
- Effective governance.
- Appropriate infrastructure.
- Community participation.

14. Risks

Potential risks include:

- Funding shortages.
 - Economic instability.
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- Policy changes.
 - Equipment maintenance costs.
 - Skills shortages among trainers.
 - Limited industry participation.

Risk Mitigation

- Diversify funding.
- Strengthen partnerships.
- Maintain strong governance.
- Continuous staff development.
- Strategic planning.
- Regular monitoring.

15. Monitoring and Evaluation

Progress will be monitored through measurable indicators including:

Access

- Enrolment
- Scholarships
- Gender balance

Quality

- Competency achievement
- Assessment success
- Student satisfaction

Employment

- Graduate destinations
- Employer feedback
- Apprenticeship placements

Partnerships

- Active partners
 - Joint projects
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- Corporate sponsorship

Community Impact

- Beneficiaries reached
- Outreach activities
- Community projects

Annual monitoring reports will inform programme improvement and strategic decision-making.

16. Alignment with the United Nations Sustainable Development Goals

The Foundation 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 17:** Partnerships for the Goals

17. Conclusion

The WCTED Foundation Theory of Change provides a clear roadmap for transforming resources into meaningful educational, economic and social outcomes. Through strategic investment in engineering education, technical skills development, innovation, partnerships and community engagement, the Foundation will support WOCOET and other initiatives to build a highly skilled workforce capable of driving Nigeria's industrial and technological advancement.

This Theory of Change will be reviewed every three years to ensure it remains aligned with national priorities, labour market needs and the Foundation's Strategic Plan.



Approved by:

Chair, Board of Trustees
WCTED Foundation

Executive Director
WCTED Foundation

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