



Nigerian Institute of Social and Economic Research (NISER)

Annual Job Vacancies Analysis

January – December 2025

A Comprehensive Vacancies Analysis from Nigerian Newspapers Job Advertisements

4,297

Total Vacancies

10

Sectors Covered

30+

States Represented

Data Sources: The Guardian • The Nation • The Punch • Nigerian Tribune

Note To Readers

Driven by the debilitating issue of unemployment affecting the Nigerian economy, the Federal Ministry of Labour and Employment (FMLE) considers the establishment of a National Labour Market Information System (NLMIS) as a veritable tool for curtailing this phenomenon. On the part of the Nigerian Institute of Social and Economic Research (NISER), the regular release of a Job Vacancies Analysis (JVA) report is a useful tool that can be used to link employers and job seekers on the NLMIS platform so as to cushion the socio-economic effect of unemployment on the Nigerian economy. The JVA report published by NISER both quarterly and annually will serve as a medium of connecting employers with prospective job seekers that meet their requirements and expectations.

Data Limitation: *The data analysed in this report are from vacancies published in three national newspapers. While these newspapers have a national reach, NISER is making efforts to include more newspapers with published vacancies and to expand data sources to online channels. This will make the data set more representative and thus give the JVA report a more robust national outlook.*

EXECUTIVE SUMMARY

Key findings at a glance



Education Dominates

1,315 vacancies (30.60%)
— Education sector leads 2025, driven by university & polytechnic recruitment waves across the year.



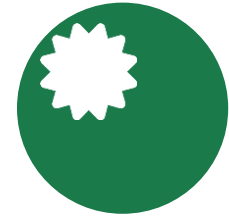
Geographic Concentration

South West accounts for 68.46% of all geo-coded vacancies. Lagos alone holds 31.59% of state-coded opportunities.



Mid-Career Demand

67.80% of roles require 1–6 years' experience. Entry-level roles (0 yrs) represent just 0.95% of total vacancies.

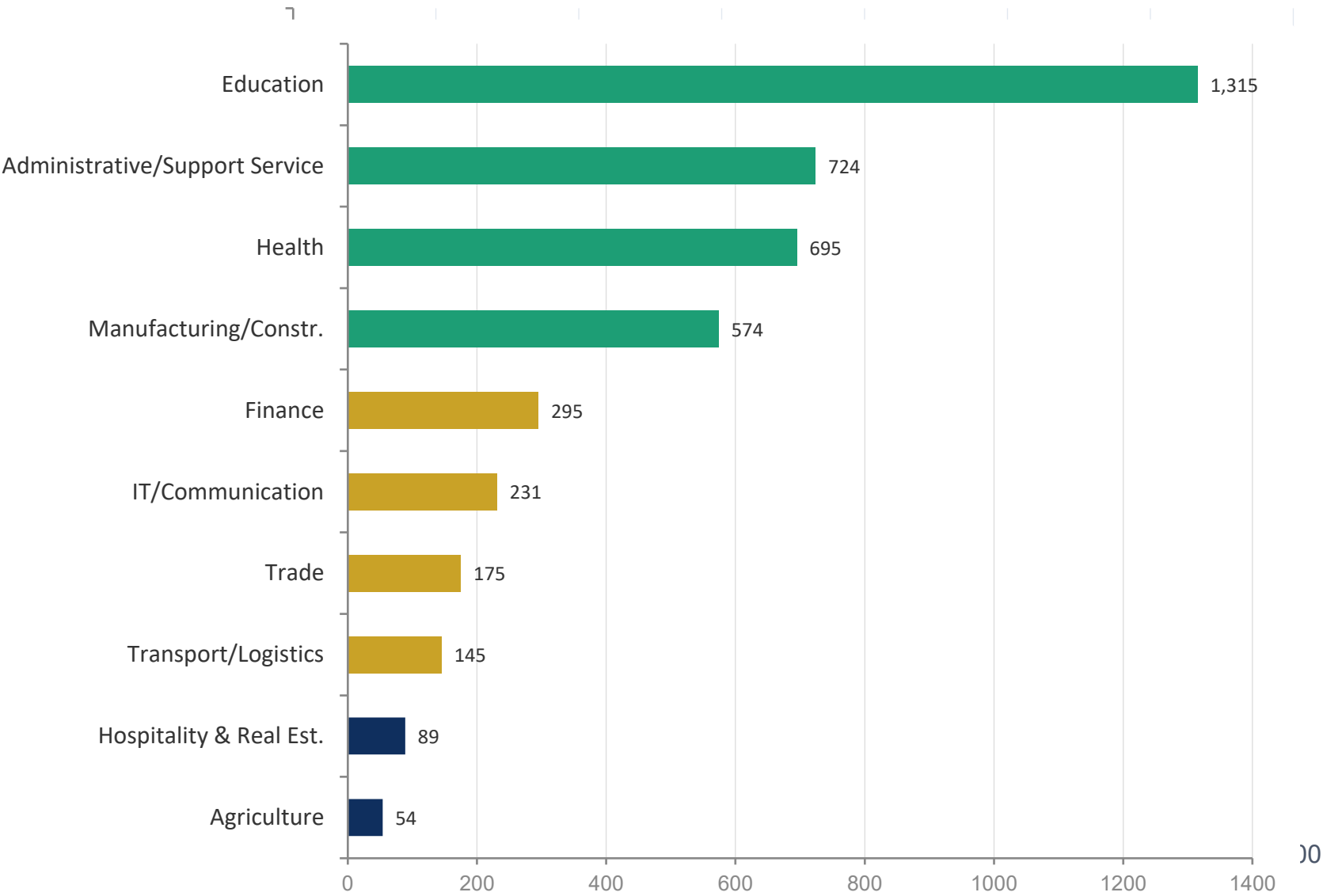


Degree Requirements

First degree holders are the primary target (55.32%). Post-graduate requirements stands at to 30.70% in 2025.

SECTOR DISTRIBUTION

Total vacancies by sector — January to December 2025



30.60%

of all vacancies are in
the Education sector

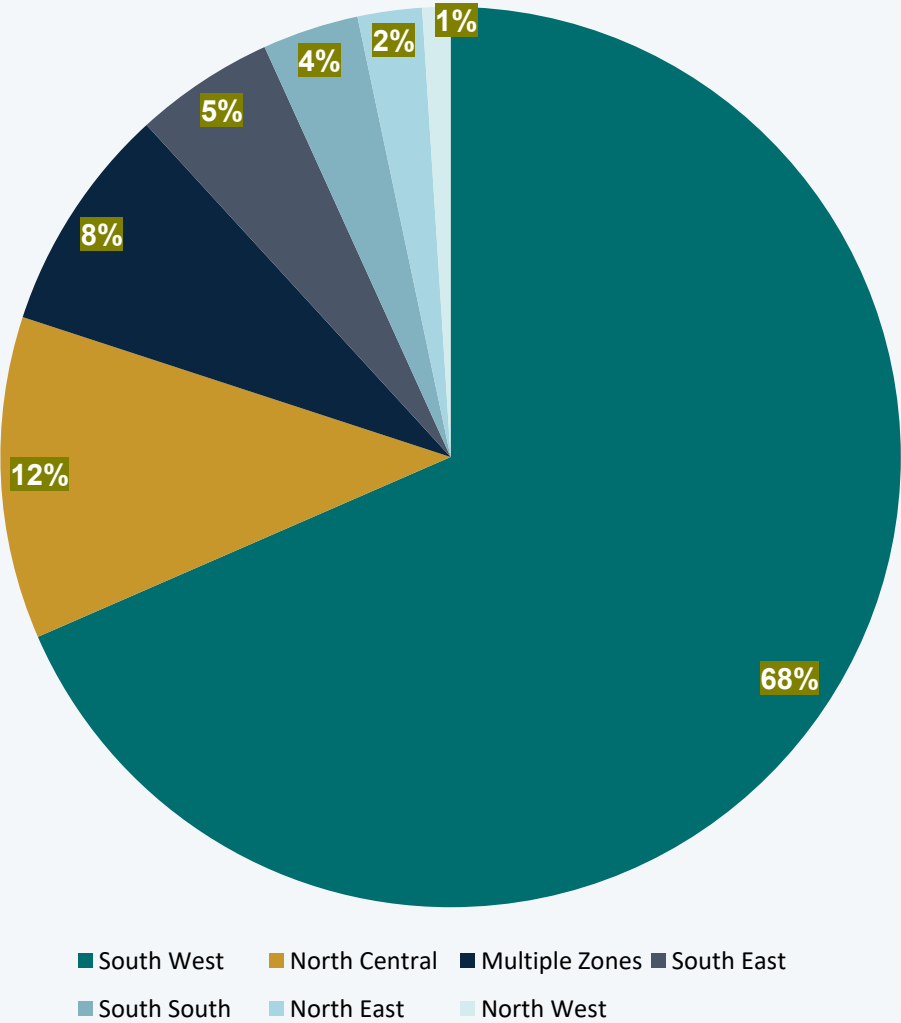


Key Insight

Agriculture &
IT/Comm. remain
critically
underrepresented
despite national
strategic importance.

GEOGRAPHIC DISTRIBUTION

Geo-political zone breakdown & top states



Top States by Vacancy Count

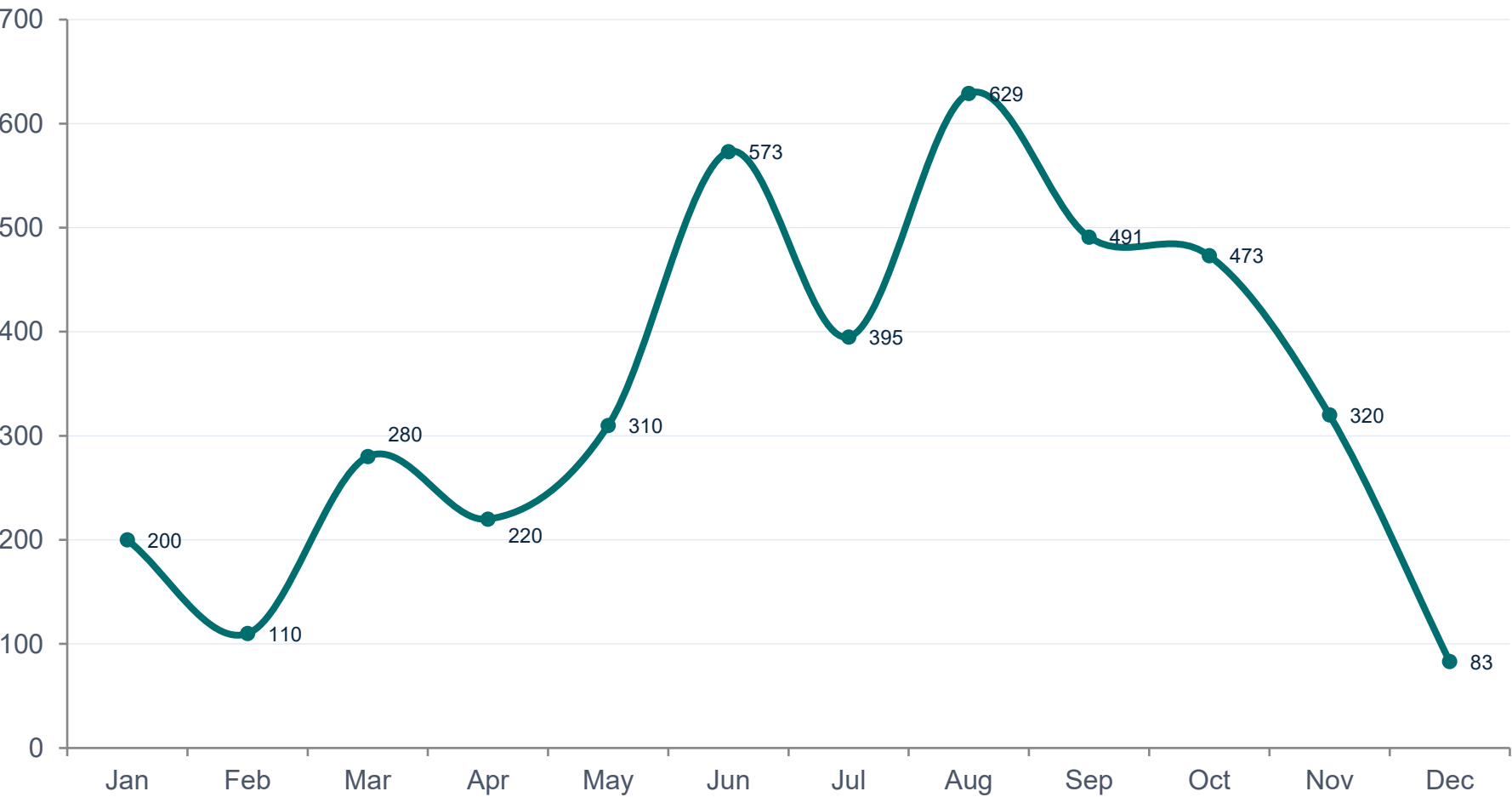
State	Vacancies	Share
Lagos	1,017	31.59%
Ekiti	475	14.76%
Ogun	319	9.91%
Osun	246	7.64%
Multiple States	243	7.55%
FCT (Abuja)	151	4.69%
Kwara	146	4.54%
Enugu	113	3.51%



Thirty states are represented in 2025 data a wider geographic spread than Q1 2026 yet the concentration remains severe. Lagos (31.59%) and Ekiti (14.76%, primarily driven by Ekiti State University Teaching Hospital and Federal Polytechnic Ado Ekiti) account for nearly half of all state-coded vacancies. Six states still had fewer than five recorded vacancies across the entire year, while several northern and eastern states had virtually no formal newspaper presence, representing an ongoing policy blind spot.

MONTHLY RECRUITMENT TREND

Vacancy volume by month — revealing Nigeria's formal hiring seasonality



August

629

Peak month — highest vacancy count of the year

June

573

Second peak — mid-year institutional recruitment surge

February

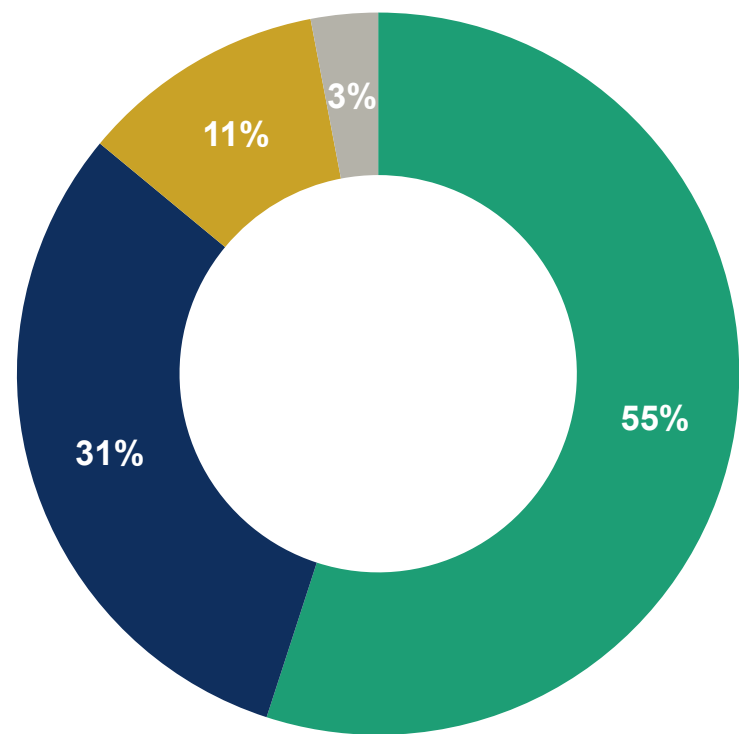
110

Quietest month — post-January hiring fall

QUALIFICATIONS & EXPERIENCE DEMAND

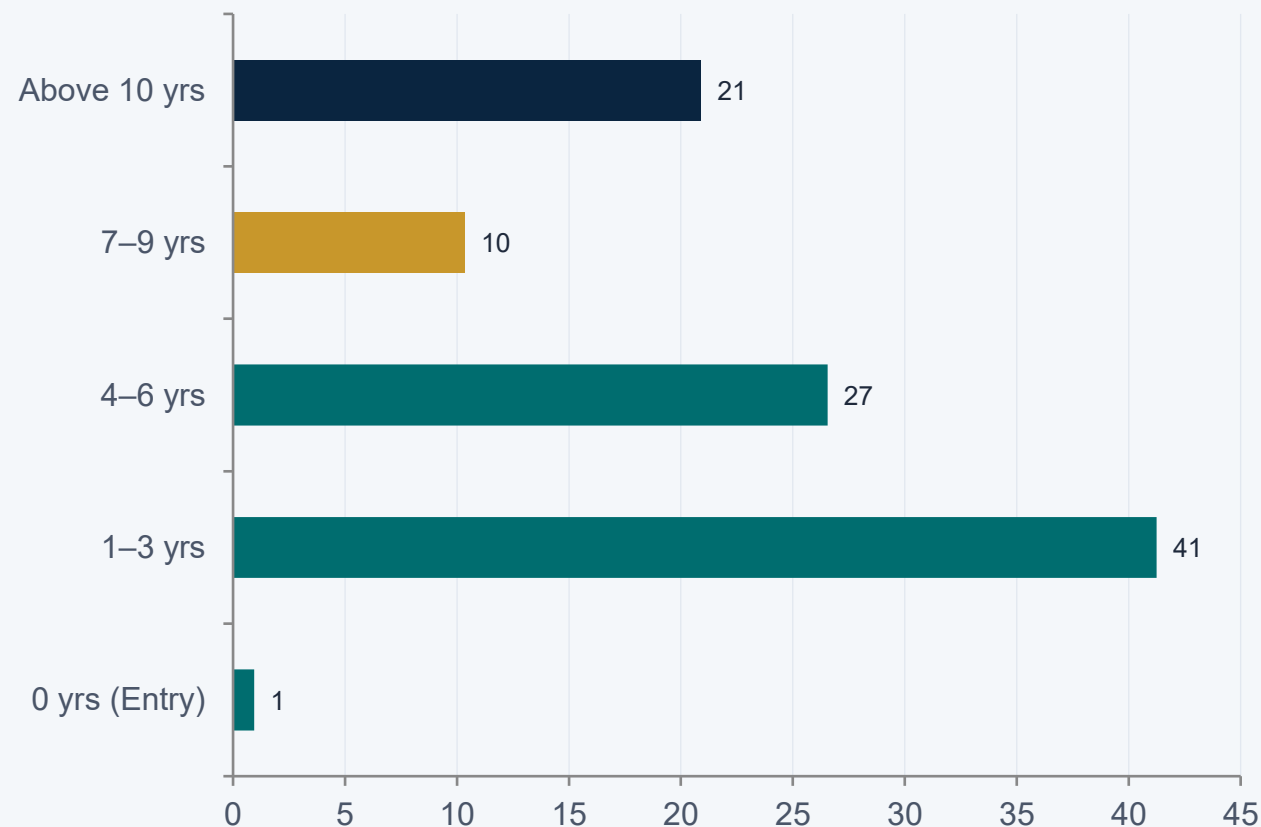
What credentials and experience levels do employers actually require?

Degree Requirement



First Degree Post-Graduate Mid-level (NCE/ND) O-Level

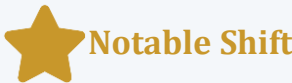
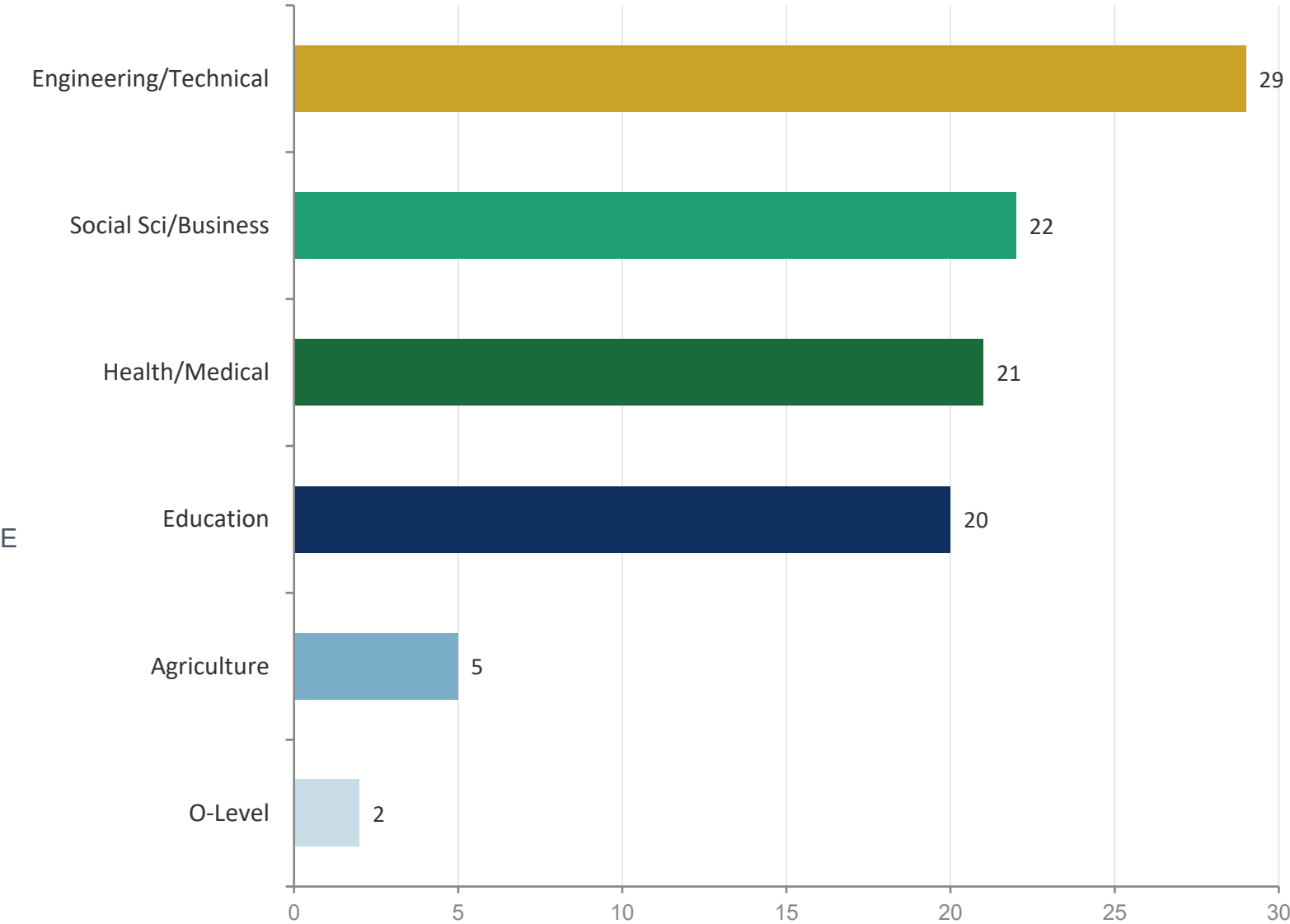
Years of Experience Required



67.80% of roles require 1–6 years' experience — Nigeria's formal market most accessible to early-to-mid-career professionals

EDUCATION CATEGORIES IN DEMAND

Fields of study employers sought most — 2,301 coded vacancies analysed



Unlike previous quarters where Social Sciences/Business dominated at 57.3%, 2025 shows a remarkably balanced distribution across the top 4 disciplines — all within a 2% band.

Social Sci/Business: 22.34%
Health/Medical: 21.34%
Engineering: 20.95%
Education: 20.38%

SECTOR SPOTLIGHTS

Key observations from the four largest employing sectors



Education

1,315 vacancies | 30.60%

- School administrative and leadership role (593) & Lecturing (562) roles dominate
- Professoriate demand (122): signals senior staffing deficit
- Post-graduate qualifications (PhD/Master's) baseline for most roles
- Wider geographic spread than prior periods



Administrative/Support Service

724 vacancies | 16.85%

- 100% Administrative/Support — zero strategic roles
- Social Sciences/Business graduates dominate intake
- Consistent demand all year; peaks in Aug & Oct
- Structural fragility from single-role-type reliance



Health

695 vacancies | 16.17%

- All roles Medical/Clinical (doctors, nurses, pharmacists)
- Teaching hospital advertisement distorts monthly distribution
- 695 vacancies far below replacement rate due to brain drain
- Primary healthcare largely invisible in formal data



Manufacturing/Constr.

574 vacancies | 13.36%

- 100% Engineering/Technical; senior experience favoured
- Nigeria's \$3 trillion infrastructure gap not reflected in hiring volume
- COREN/NSE/CORBON registration standard requirement
- Maritime & oil-sector roles emerging in Q4 2025

CROSS-CUTTING POLICY RECOMMENDATIONS

Seven systemic interventions for Nigeria's labour market



Geographic Deconcentration

Federal Employment Dispersion Index; tie infrastructure spending to low-vacancy states.



Modernise Labour Market Intelligence

NBS monthly bulletins integrating newspapers, job boards, recruitment agencies & NESS.



Skills-to-Vacancy Alignment

Annual Joint Skills Gap Report by NBTE, NUC & NITDA to enable real-time curriculum correction.



Gender & Inclusion Monitoring

Require all advertised vacancies to capture gender, disability & age data for equity policy.



NYSC Deployment Alignment

Match corps members' qualifications to sector & state vacancy deficits from annual Labour Reports.



Smooth Recruitment Seasonality

Plan structured hiring campaigns to spread activity — Feb (110) & Dec (83) are critically thin.



North-South Employment Equity Compact

Presidential Compact: 20% of FGN institutional vacancies in North West & North East by 2028.

CONCLUSION

Three Structural Realities Defining Nigeria's Labour Market



CONCENTRATION

Employment opportunity is heavily concentrated in Education sector and the South West geo-political zone.



INFORMALITY

Key sectors — Agriculture, IT, community health — are either invisible in formal vacancy data or critically undersupplied.



IMBALANCE

The 2025 Education surge reveals the scale of Nigeria's academic staffing deficit and contrasts sharply with other period patterns.

If institutionalised and expanded, an annual job vacancy analysis can become one of Nigeria's most powerful tools for evidence-based economic governance.



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Social and Economic Research

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CREDITS	
1	Prof Kemi Okuwa
2	Dr Emmanuel Eseyin
3	Ms Faith Awojobi

At a Glance

4,297

Total Vacancies Recorded

30.60%

Education Sector Share

68.46%

South West's Share of Geo-Coded Vacancies

67.80%

Roles Requiring 1–6 Years' Experience

55.32%

Roles Targeting First Degree Holders

629

Peak Month Vacancies (August)

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