



**Jigawa State Government  
Basic Education Manpower Plan  
(Reviewed)**

**Year: 2026**

**Period Covered: 2025-2028**

**Published:  
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## 1. Introduction & Context

- The plan aims to strengthen basic education through improved manpower planning, addressing gaps in teacher recruitment, deployment, and retention.
- It aligns with state and national education reforms, emphasizing equity, quality, and inclusivity.
- The plan is part of ongoing reforms in Jigawa State's basic education sector, focusing on **equity, quality, and inclusiveness**.
- Jigawa State is implementing the **JigawaUNITE** program to enhance teaching, infrastructure, and learning outcomes. The Program is central to these reforms, promoting innovative teaching, technology integration, and teacher capacity building.

## 2. Current Staffing Levels & Gaps (2026)

### a) Primary and Junior Secondary Schools:

- Enrollment: **1,341,247 pupils**
- Teachers: **17,053**
- Current Pupil-Teacher Ratio (PTR): **79:1**
- Target PTR: **50:1**
- **Teacher gap: 10,372 teachers**

## 3. Forecasting & Future Needs (2026–2028)

- Student enrollment projected to grow **10% annually**.
- Teacher attrition rate estimated at **12% per year**.
- Target PTR maintained at **50:1**.
- Redeployment of surplus teachers within LGAs will be prioritized before new hiring.

## 4. Skills & Qualifications

### a) Primary Teachers:

- Minimum: **National Certificate in Education (NCE)**
- Skills: Child-centered teaching, foundational literacy/numeracy, emotional intelligence.

### a) JSS Teachers:

- Minimum: **NCE with subject specialization**
- Skills: Subject expertise, adolescent classroom management, critical thinking instruction.

## 5. Planned Recruitment (2026–2028) by Local Government Area (LGA)

- Recruitment focuses on **primary and Junior Secondary schools** to address the **10,372-teacher gap**.
- Detailed year-by-year recruitment targets are provided for each of the **27 LGAs** (see tables in document).

### a) **Key high-need LGAs** (2026 projection):

- **Kafin Hausa:** 1,359 teachers needed
- **Biriniwa:** 1,021 teachers needed
- **Ringim:** 1,079 teachers needed

### b) Some LGAs (e.g., **Gumel, Kazaure**) have teacher surpluses, allowing for redeployment.

S/N	LGEA	2025							Total No. of Teachers REQUIRED (1:50)	Pupils Teacher Ratio (PTR)	Gap Required
		Number of Schools	Enrolment			Teachers					
			Male	Female	Total	Male	Female	Total			
1	AUYO	86	21,678	21,087	42,765	617	62	679	855	63	176
2	BABURA	128	28,786	26,035	54,821	556	59	615	1,096	89	481
3	BIRINIWA	162	42,622	40,718	83,340	596	200	796	1,667	105	871
4	BIRNIN KUDU	133	18,167	22,983	41,150	425	67	492	823	84	331
5	BUJI	83	18,156	19,373	37,529	422	33	455	751	82	296
6	DUTSE	193	52,400	50,241	102,641	828	417	1,245	2,053	82	808
7	GAGARAWA	96	13,574	15,141	28,715	401	50	451	574	64	123
8	GARKI	142	17,884	19,242	37,126	600	48	648	743	57	95
9	GUMEL	73	19,535	21,376	40,911	515	433	948	818	43	(130)
10	GURI	101	12,511	12,281	24,792	457	57	514	496	48	(18)
11	GWARAM	175	36,359	38,189	74,548	719	81	800	1,491	93	691
12	GWIWA	86	14,557	14,841	29,398	325	53	378	588	78	210
13	HADEJIA	72	32,272	31,424	63,696	641	295	936	1,274	68	338
14	JAHUN	131	24,936	22,669	47,605	600	78	678	952	70	274
15	KAFIN HAUSA	188	34,053	41,873	75,926	278	18	296	1,519	257	1,223
16	KAUGAMA	130	21,397	22,814	44,211	518	72	590	884	75	294
17	KAZAURE	72	20,205	20,803	41,008	564	397	961	820	43	(141)
18	KIRI KASAMA	131	25,755	25,584	51,339	572	39	611	1,027	84	416
19	KIYAWA	129	26,815	28,544	55,359	478	51	529	1,107	105	578
20	MAIGATARI	121	16,220	18,360	34,580	180	30	210	692	165	482
21	MALAM MADURI	137	27,313	33,453	60,766	502	89	591	1,215	103	624
22	MIGA	97	18,502	19,106	37,608	455	19	474	752	79	278
23	RINGIM	167	36,616	56,451	93,067	719	231	950	1,861	98	911
24	RONI	61	13,227	16,069	29,296	301	81	382	586	77	204
25	SULE TANKAKAR	191	30,220	28,694	58,914	576	61	637	1,178	92	541
26	TAURA	122	26,786	24,959	51,745	704	46	750	1,035	69	285
27	YANKWASHI	68	13,628	14,763	28,391	391	46	437	568	65	131

S/N	LGEA	2026 Projection							Total No. of Teachers REQUIRED (1:50)	Pupils Teacher Ratio (PTR)	Gap Required
		Number of Schools	Enrolment			Teachers					
			Male	Female	Total	Male	Female	Total			
1	AUYO	86	23,629	22,984	46,613	617	62	679	932	69	253
2	BABURA	128	31,376	28,378	59,754	556	59	615	1195	97	580
3	BIRINIWA	162	46,457	44,382	90,840	596	200	796	1817	114	1021
4	BIRNIN KUDU	133	19,802	25,051	44,853	425	67	492	897	91	405
5	BUJI	83	19,790	21,116	40,906	422	33	455	818	90	363
6	DUTSE	193	57,116	54,762	111,878	828	417	1245	2238	90	993
7	GAGARAWA	96	14,795	16,503	31,299	401	50	451	626	69	175
8	GARKI	142	19,493	20,973	40,467	600	48	648	809	62	161
9	GUMEL	73	21,293	23,299	44,592	515	433	948	892	47	-56
10	GURI	101	13,636	13,386	27,023	457	57	514	540	53	26
11	GWARAM	175	39,631	41,626	81,257	719	81	800	1625	102	825
12	GWIWA	86	15,867	16,176	32,043	325	53	378	641	85	263
13	HADEJIA	72	35,176	34,252	69,428	641	295	936	1389	74	453
14	JAHUN	131	27,180	24,709	51,889	600	78	678	1038	77	360
15	KAFIN HAUSA	188	37,117	45,641	82,759	278	18	296	1655	280	1359
16	KAUGAMA	130	23,322	24,867	48,189	518	72	590	964	82	374
17	KAZAURE	72	22,023	22,675	44,698	564	397	961	894	47	-67
18	KIRI KASAMA	131	28,072	27,886	55,959	572	39	611	1119	92	508
19	KIYAWA	129	29,228	31,112	60,341	478	51	529	1207	114	678
20	MAIGATARI	121	17,679	20,012	37,692	180	30	210	754	179	544
21	MALAM MADURI	137	29,771	36,463	66,234	502	89	591	1325	112	734
22	MIGA	97	20,167	20,825	40,992	455	19	474	820	86	346
23	RINGIM	167	39,911	61,531	101,443	719	231	950	2029	107	1079
24	RONI	61	14,417	17,515	31,932	301	81	382	639	84	257
25	SULE TANKAKAR	191	32,939	31,276	64,216	576	61	637	1284	101	647
26	TAURA	122	29,196	27,205	56,402	704	46	750	1128	75	378
27	YANKWASHI	68	14,854	16,091	30,946	391	46	437	619	71	182

S/N	LGEA	2027 Projection							Total No. of Teachers REQUIRED (1:50)	Pupils Teacher Ratio (PTR)	Gap Required
		Number of Schools	Enrolment			Teachers					
			Male	Female	Total	Male	Female	Total			
1	AUYO	86	24,496	23,828	48,324	617	62	679	966	71	287
2	BABURA	128	32,528	29,419	61,947	556	59	615	1239	101	624
3	BIRINIWA	162	48,162	46,011	94,174	596	200	796	1883	118	1087
4	BIRNIN KUDU	133	20,528	25,970	46,499	425	67	492	930	95	438
5	BUJI	83	20,516	21,891	42,407	422	33	455	848	93	393
6	DUTSE	193	59,212	56,772	115,984	828	417	1245	2320	93	1075
7	GAGARAWA	96	15,338	17,109	32,447	401	50	451	649	72	198
8	GARKI	142	20,208	21,743	41,952	600	48	648	839	65	191
9	GUMEL	73	22,074	24,154	46,229	515	433	948	925	49	-23
10	GURI	101	14,137	13,877	28,014	457	57	514	560	55	46
11	GWARAM	175	41,085	43,153	84,239	719	81	800	1685	105	885
12	GWIWA	86	16,449	16,770	33,219	325	53	378	664	88	286
13	HADEJIA	72	36,467	35,509	71,976	641	295	936	1440	77	504
14	JAHUN	131	28,177	25,615	53,793	600	78	678	1076	79	398
15	KAFIN HAUSA	188	38,479	47,316	85,796	278	18	296	1716	290	1420
16	KAUGAMA	130	24,178	25,779	49,958	518	72	590	999	85	409
17	KAZAURE	72	22,831	23,507	46,339	564	397	961	927	48	-34
18	KIRI KASAMA	131	29,103	28,909	58,013	572	39	611	1160	95	549
19	KIYAWA	129	30,300	32,254	62,555	478	51	529	1251	118	722
20	MAIGATARI	121	18,328	20,746	39,075	180	30	210	782	186	572
21	MALAM MADURI	137	30,863	37,801	68,665	502	89	591	1373	116	782
22	MIGA	97	20,907	21,589	42,497	455	19	474	850	90	376
23	RINGIM	167	41,376	63,789	105,165	719	231	950	2103	111	1153
24	RONI	61	14,946	18,157	33,104	301	81	382	662	87	280
25	SULE TANKAKAR	191	34,148	32,424	66,572	576	61	637	1331	105	694
26	TAURA	122	30,268	28,203	58,471	704	46	750	1169	78	419
27	YANKWASHI	68	15,399	16,682	32,081	391	46	437	642	73	205

S/N	LGEA	2028 Projection							Total No. of Teachers REQUIRED (1:50)	Pupils Teacher Ratio (PTR)	Gap Required
		Number of Schools	Enrolment			Teachers					
			Male	Female	Total	Male	Female	Total			
1	AUYO	86	24,929	24,250	49,179	617	62	679	984	72	305
2	BABURA	128	33,103	29,940	63,044	556	59	615	1261	103	646
3	BIRINIWA	162	49,015	46,825	95,841	596	200	796	1917	120	1121
4	BIRNIN KUDU	133	20,892	26,430	47,322	425	67	492	946	96	454
5	BUJI	83	20,879	22,278	43,158	422	33	455	863	95	408
6	DUTSE	193	60,260	57,777	118,037	828	417	1245	2361	95	1116
7	GAGARAWA	96	15,610	17,412	33,022	401	50	451	660	73	209
8	GARKI	142	20,566	22,128	42,694	600	48	648	854	66	206
9	GUMEL	73	22,465	24,582	47,047	515	433	948	941	50	-7
10	GURI	101	14,387	14,123	28,510	457	57	514	570	55	56
11	GWARAM	175	41,812	43,917	85,730	719	81	800	1715	107	915
12	GWIWA	86	16,740	17,067	33,807	325	53	378	676	89	298
13	HADEJIA	72	37,112	36,137	73,250	641	295	936	1465	78	529
14	JAHUN	131	28,676	26,069	54,745	600	78	678	1095	81	417
15	KAFIN HAUSA	188	39,160	48,153	87,314	278	18	296	1746	295	1450
16	KAUGAMA	130	24,606	26,236	50,842	518	72	590	1017	86	427
17	KAZAURE	72	23,235	23,923	47,159	564	397	961	943	49	-18
18	KIRI KASAMA	131	29,618	29,421	59,039	572	39	611	1181	97	570
19	KIYAWA	129	30,837	32,825	63,662	478	51	529	1273	120	744
20	MAIGATARI	121	18,653	21,114	39,767	180	30	210	795	189	585
21	MALAM MADURI	137	31,409	38,470	69,880	502	89	591	1398	118	807
22	MIGA	97	21,277	21,971	43,249	455	19	474	865	91	391
23	RINGIM	167	42,108	64,918	107,027	719	231	950	2141	113	1191
24	RONI	61	15,211	18,479	33,690	301	81	382	674	88	292
25	SULE TANKAKAR	191	34,753	32,998	67,751	576	61	637	1355	106	718
26	TAURA	122	30,803	28,702	59,506	704	46	750	1190	79	440
27	YANKWASHI	68	15,672	16,977	32,649	391	46	437	653	75	216

### **Recruitment Costing (2026–2028)**

- Average annual teacher cost (2026): **₦1,003,982.40** (increasing 1% yearly).
- Recruitment cost per teacher: **₦10,740** (increasing 1% yearly).
- **Total estimated of Salary for recruited teachers cost (2026–2028):**
  - **2026:** ₦12.89 billion
  - **2027:** ₦13.99 billion
  - **2028:** ₦14.54 billion
- Costs are broken down by LGA (see costing table).

S/ N	LGEA	2025			2026			2027			2028		
		Teachers Gap	Total Salary par Head	Total Cost	Teachers Gap	Total Salary par Head	Total Cost	Teachers Gap	Total Salary par Head	Total Cost	Teachers Gap	Total Salary par Head	Total Cost
1	Auyo	176	83,665.20	177,002,097.12	253	83,665.20	254,268,582.62	287	83,665.20	288,624,860.35	305	83,665.20	305,792,959.39
2	Babura	481	83,665.20	483,337,207.01	580	83,665.20	582,390,110.59	624	83,665.20	626,424,778.66	646	83,665.20	648,452,152.51
3	Birnin Kudu	871	83,665.20	874,267,873.92	1021	83,665.20	1,024,865,233.92	1087	83,665.20	1,091,810,780.35	1121	83,665.20	1,125,283,553.57
4	Birniwa	331	83,665.20	332,318,174.40	405	83,665.20	406,673,110.94	438	83,665.20	439,724,211.55	454	83,665.20	456,249,761.86
5	Buji	296	83,665.20	296,757,117.79	363	83,665.20	364,566,089.09	393	83,665.20	394,705,640.74	408	83,665.20	409,785,456.38
6	Dutse	808	83,665.20	811,037,062.37	993	83,665.20	996,512,770.94	1075	83,665.20	1,078,959,805.63	1116	83,665.20	1,120,183,322.98
7	Gagarawa	123	83,665.20	123,791,029.92	175	83,665.20	175,676,840.35	198	83,665.20	198,728,276.26	209	83,665.20	210,274,073.86
8	Garki	95	83,665.20	94,896,416.45	161	83,665.20	161,982,520.42	191	83,665.20	191,800,797.70	206	83,665.20	206,699,896.51
9	Gumel	-130	83,665.20	(130,296,835.87)	-56	83,665.20	(56,383,651.58)	-23	83,665.20	(23,513,267.81)	-7	83,665.20	(7,088,115.74)
10	Guri	-18	83,665.20	(18,232,320.38)	26	83,665.20	26,565,374.30	46	83,665.20	46,464,305.47	56	83,665.20	56,423,810.88
11	Gwaram	691	83,665.20	693,711,679.10	825	83,665.20	828,426,037.54	885	83,665.20	888,303,547.87	915	83,665.20	918,242,303.04
12	Gwiwa	210	83,665.20	210,796,144.70	263	83,665.20	263,906,813.66	286	83,665.20	287,520,479.71	298	83,665.20	299,327,312.74
13	Hadea	338	83,665.20	339,265,732.61	453	83,665.20	454,362,274.94	504	83,665.20	505,525,218.05	529	83,665.20	531,106,689.60
14	Jahun	274	83,665.20	275,191,575.84	360	83,665.20	361,212,787.87	398	83,665.20	399,444,437.66	417	83,665.20	418,560,262.56
15	Kafin Hausa	1,223	83,665.20	1,227,388,563.65	1359	83,665.20	1,364,592,798.43	1420	83,665.20	1,425,574,689.41	1450	83,665.20	1,456,055,595.07
16	Kaugama	294	83,665.20	295,391,701.73	374	83,665.20	375,268,541.47	409	83,665.20	410,789,438.78	427	83,665.20	428,539,847.62
17	Kazaure	-141	83,665.20	(141,400,881.22)	-67	83,665.20	(67,306,980.10)	-34	83,665.20	(34,356,277.73)	-18	83,665.20	(17,890,966.37)
18	Kiri Kasamma	416	83,665.20	417,435,802.27	508	83,665.20	510,203,776.03	549	83,665.20	551,447,373.02	570	83,665.20	572,049,091.87
19	Kiyawa	578	83,665.20	580,482,544.03	678	83,665.20	680,519,350.37	722	83,665.20	724,975,691.04	744	83,665.20	747,203,861.38
20	Maigatari	482	83,665.20	483,517,923.84	544	83,665.20	546,005,788.42	572	83,665.20	573,775,941.60	585	83,665.20	587,671,058.02
21	Malam Madori	624	83,665.20	626,806,291.97	734	83,665.20	736,601,807.23	782	83,665.20	785,415,431.52	807	83,665.20	809,812,203.84
22	Miga	278	83,665.20	279,267,744.38	346	83,665.20	347,217,273.22	376	83,665.20	377,437,143.46	391	83,665.20	392,537,038.75
23	Ringim	911	83,665.20	914,969,320.42	1079	83,665.20	1,083,156,452.06	1153	83,665.20	1,157,892,901.92	1191	83,665.20	1,195,281,206.50
24	Roni	204	83,665.20	204,732,091.01	257	83,665.20	257,662,043.14	280	83,665.20	281,195,390.59	292	83,665.20	292,962,064.32
25	Sule-Tankarkar	541	83,665.20	543,435,593.47	647	83,665.20	649,897,887.17	694	83,665.20	697,205,537.86	718	83,665.20	720,879,442.85
26	Taura	285	83,665.20	286,034,585.76	378	83,665.20	379,545,506.50	419	83,665.20	421,090,298.21	440	83,665.20	441,872,733.89
27	Yankwashi	131	83,665.20	131,340,977.57	182	83,665.20	182,644,478.21	205	83,665.20	205,434,878.69	216	83,665.20	216,840,118.75

## **Recruitment & Redeployment Strategy**

1. **Needs-based planning** using workforce analysis.
2. **Targeted campaigns** with incentives for rural postings (housing, transport allowances).
3. **Transparent, merit-based selection** via an online portal.
4. **Redeployment** of surplus teachers to underserved schools.
5. **Continuous professional development** and mentoring programs.
6. **Stakeholder engagement** with communities, traditional leaders, and NGOs.
7. **Monitoring & evaluation** to track teacher performance and retention.

### **Key Focus Areas:**

Reduce primary school teacher shortage  
Ensure equitable teacher distribution  
Strengthen teacher capacity through training  
Use data-driven recruitment and deployment  
Secure sustainable funding for recruitment

This updated plan (2026–2028) continues the state’s commitment to providing **qualified teachers for every child** and improving basic education outcomes across Jigawa State.

Approved by:



***Prof. Haruna Musa,  
Executive Chairman  
State Universal Basic Education Board (SUBEB).***