



GOVERNMENT OF IMO STATE IMO STATE UNIVERSAL BASIC EDUCATION BOARD (IMSUBEB)



Your Ref:

Our Ref:

(All Replies To Be Addressed To The Executive Chairman)

P.M.B. 1500

Owerri, Imo State

09019311765, 09069157922

Email: ismsubebec@gmail.com

Date: 12/072025

REPORT ON THE RECRUITMENT OF TEACHERS INTO BASIC EDUCATION ACROSS THE 27 LOCAL GOVERNMENT AREAS OF IMO STATE

1. Executive Summary

This report presents a comprehensive account of the recruitment of teachers into public primary and junior secondary schools across the twenty-seven (27) Local Government Areas (LGAs) of Imo State.

The exercise was undertaken to address critical teacher shortages, improve subject specialization coverage, and enhance the quality of basic education delivery. The recruitment process was guided by a needs-based approach using EMIS data and was conducted in a transparent, merit-driven, and equitable manner.

All successful candidates have been duly selected, documented, and issued employment letters in line with established procedures.

Background

The Imo State Universal Basic Education Board (IMSUBEB), in fulfillment of its mandate to provide quality basic education, identified significant gaps in teacher availability across public schools.

These gaps were evident in key subject areas, particularly in rural and underserved communities. In response, the Board approved the recruitment of qualified teachers to strengthen the human resource base and improve teaching and learning outcomes across the State.

3. Objectives of the Recruitment Exercise

- To fill identified teacher gaps in public basic schools
- To recruit qualified and competent teachers
- To ensure equitable distribution of teachers across all LGAs
- To improve teaching effectiveness and student learning outcomes
- To strengthen the overall capacity of the basic education system

4. Scope of the Recruitment

The recruitment covered:

- Public primary and junior secondary schools
- All twenty-seven (27) LGAs in Imo State
- Core and specialized subject areas based on identified needs
- Both urban and rural schools

5. Methodology

The recruitment process followed a structured and data-driven approach:

- Needs Assessment: Identification of teacher gaps using EMIS and field data
- Approval: Authorization by the Executive Chairman and Board
- Advertisement: Public announcement of vacancies
- Application Screening: Verification of qualifications and eligibility
- Shortlisting: Selection of qualified candidates
- Assessment: Conduct of examinations and/or interviews
- Final Selection: Approval of successful candidates
- Documentation: Credential verification and record management
- Issuance of Employment Letters: Formal engagement of candidates

6. Recruitment Criteria

Candidates were selected based on the following:

- Relevant academic qualifications (NCE, B.Ed, B.Sc + PGDE)
- Subject specialization aligned with school needs
- Professional competence and performance in assessment
- Compliance with civil service requirements

7. State Summary of Recruitment:

Total Number of Teachers Employed: 6,045

Total Number of Teachers Deployed: 6,045

Total Number of Non-Tutorials Employed: 223

Total Number of Non-Tutorials Deployed: 223

Total Number of BASIC Schools Covered: PRIAMRY = 1,284 . JSS = 295

8. Key Achievements

- Successful recruitment of qualified teachers across all LGAs
- Adoption of a transparent and merit-based recruitment process
- Improved alignment between teacher supply and school needs
- Strengthened teacher capacity in critical subject areas

9. Challenges Encountered

- High volume of applications requiring extensive screening
- Limited availability of specialized subject teachers
- Delays in documentation by some candidates

10. Lessons Learned

- Importance of accurate EMIS data in recruitment planning
- Need for continuous teacher recruitment in critical areas
- Value of inter-departmental collaboration

11. Recommendations

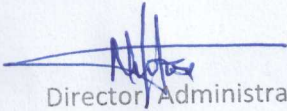
- Institutionalize periodic recruitment exercises
- Strengthen EMIS data systems for planning
- Provide incentives for teachers in rural areas
- Enhance teacher training and professional development

12. Conclusion

The recruitment exercise was successfully conducted in line with the directive of the Executive Chairman and in compliance with established procedures.

The process has significantly contributed to addressing teacher shortages and strengthening the delivery of quality basic education across Imo State.

Submitted by



Director, Administration and Supplies (DAS)

IMSUBEB

Date: 12-7-2025